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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	12/28/2024	24088.60	2007.38	1003.69	926.40	926.24	463.20	463.12	92.64	198.48	11.58	8.27	17.37	12.41		14.28
1.0	B	12/28/2024	24690.82	2057.57	1028.78	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	C	12/28/2024	25308.09	2109.01	1054.50	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	D	12/28/2024	25940.79	2161.73	1080.87	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	E	12/28/2024	26589.31	2215.78	1107.89	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	F	12/28/2024	27254.04	2271.17	1135.59	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	G	12/28/2024	27935.39	2327.95	1163.97	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	H	12/28/2024	28633.78	2386.15	1193.07	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	I	12/28/2024	29349.62	2445.80	1222.90	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	J	12/28/2024	30083.36	2506.95	1253.47	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	K	12/28/2024	30835.45	2569.62	1284.81	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	L	12/28/2024	31606.33	2633.86	1316.93	1216.00	1215.20	608.00	607.60	121.60	260.40	15.20	10.85	22.80	16.28	17.76	18.15
1.0	M	12/28/2024	32396.49	2699.71	1349.85	1246.40	1246.56	623.20	623.28	124.64	267.12	15.58	11.13	23.37	16.70	18.15	18.57
1.0	N	12/28/2024	33206.40	2767.20	1383.60	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.57	18.98
1.0	O	12/28/2024	34036.56	2836.38	1418.19	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	P	12/28/2024	34887.48	2907.29	1453.65	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	Q	12/28/2024	35759.67	2979.97	1489.99	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	R	12/28/2024	36653.66	3054.47	1527.24	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	S	12/28/2024	37570.00	3130.83	1565.42	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	T	12/28/2024	38509.25	3209.10	1604.55	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
1.0	U	12/28/2024	39471.98	3289.33	1644.67	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	V	12/28/2024	40458.78	3371.57	1685.78	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	W	12/28/2024	41470.25	3455.85	1727.93	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	X	12/28/2024	42507.01	3542.25	1771.13	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	Y	12/28/2024	43569.68	3630.81	1815.40	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	Z	12/28/2024	44658.92	3721.58	1860.79	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. ***

1.0	01	12/28/2024	45775.39	3814.62	1907.31	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	02	12/28/2024	46919.77	3909.98	1954.99	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	03	12/28/2024	48092.76	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
1.0	04	12/28/2024	49295.08	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
1.0	05	12/28/2024	50527.46	4210.62	2105.31	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	06	12/28/2024	51790.65	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
1.0	07	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
1.0	08	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
1.0	09	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
1.0	10	12/28/2024	57167.19	4763.93	2381.97	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	11	12/28/2024	58596.37	4883.03	2441.52	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	12	12/28/2024	60061.28	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
1.0	13	12/28/2024	61562.81	5130.23	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
1.0	14	12/28/2024	63101.88	5258.49	2629.25	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	15	12/28/2024	64679.43	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
1.0	16	12/28/2024	66296.42	5524.70	2762.35	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	17	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
1.0	18	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
1.0	19	12/28/2024	71394.00	5949.50	2974.75	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
1.0	20	12/28/2024	73178.85	6098.24	3049.12	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
1.0	21	12/28/2024	75008.32	6250.69	3125.35	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
1.0	22	12/28/2024	76883.53	6406.96	3203.48	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
1.0	23	12/28/2024	78805.62	6567.14	3283.57	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
1.0	24	12/28/2024	80775.76	6731.31	3365.66	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49

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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
2.0	A	12/28/2024	25308.09	2109.01	1054.50	973.60	973.28	486.80	486.64	97.36	208.56	12.17	8.69	18.26	13.04	43.49	14.91
2.0	B	12/28/2024	25940.79	2161.73	1080.87	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	C	12/28/2024	26589.31	2215.78	1107.89	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	D	12/28/2024	27254.04	2271.17	1135.59	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	E	12/28/2024	27935.39	2327.95	1163.97	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	F	12/28/2024	28633.78	2386.15	1193.07	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	G	12/28/2024	29349.62	2445.80	1222.90	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	H	12/28/2024	30083.36	2506.95	1253.47	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	I	12/28/2024	30835.45	2569.62	1284.81	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	J	12/28/2024	31606.33	2633.86	1316.93	1216.00	1215.20	608.00	607.60	121.60	260.40	15.20	10.85	22.80	16.28	17.76	18.15
2.0	K	12/28/2024	32396.49	2699.71	1349.85	1246.40	1246.56	623.20	623.28	124.64	267.12	15.58	11.13	23.37	16.70	18.15	18.57
2.0	L	12/28/2024	33206.40	2767.20	1383.60	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.57	18.98
2.0	M	12/28/2024	34036.56	2836.38	1418.19	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	N	12/28/2024	34887.48	2907.29	1453.65	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	O	12/28/2024	35759.67	2979.97	1489.99	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	P	12/28/2024	36653.66	3054.47	1527.24	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	Q	12/28/2024	37570.00	3130.83	1565.42	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	R	12/28/2024	38509.25	3209.10	1604.55	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	S	12/28/2024	39471.98	3289.33	1644.67	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	T	12/28/2024	40458.78	3371.57	1685.78	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
2.0	U	12/28/2024	41470.25	3455.85	1727.93	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	V	12/28/2024	42507.01	3542.25	1771.13	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	W	12/28/2024	43569.68	3630.81	1815.40	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	X	12/28/2024	44658.92	3721.58	1860.79	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	Y	12/28/2024	45775.40	3814.62	1907.31	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	Z	12/28/2024	46919.78	3909.98	1954.99	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. ***

2.0	01	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
2.0	02	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
2.0	03	12/28/2024	50527.47	4210.62	2105.31	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	04	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
2.0	05	12/28/2024	53085.43	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
2.0	06	12/28/2024	54412.57	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
2.0	07	12/28/2024	55772.88	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
2.0	08	12/28/2024	57167.20	4763.93	2381.97	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	09	12/28/2024	58596.38	4883.03	2441.52	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	10	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
2.0	11	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
2.0	12	12/28/2024	63101.89	5258.49	2629.25	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	13	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
2.0	14	12/28/2024	66296.43	5524.70	2762.35	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	15	12/28/2024	67953.84	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
2.0	16	12/28/2024	69652.69	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
2.0	17	12/28/2024	71394.01	5949.50	2974.75	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	18	12/28/2024	73178.86	6098.24	3049.12	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
2.0	19	12/28/2024	75008.33	6250.69	3125.35	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
2.0	20	12/28/2024	76883.54	6406.96	3203.48	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
2.0	21	12/28/2024	78805.63	6567.14	3283.57	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
2.0	22	12/28/2024	80775.77	6731.31	3365.66	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
2.0	23	12/28/2024	82795.16	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
2.0	24	12/28/2024	84865.04	7072.09	3536.04	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: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	26589.31	2215.78	1107.89	1022.40	1022.56	511.20	511.28	102.24	219.12	12.78	9.13	19.17	13.70	45.59	15.57
3.0	B	12/28/2024	27254.04	2271.17	1135.59	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	C	12/28/2024	27935.39	2327.95	1163.97	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	D	12/28/2024	28633.78	2386.15	1193.07	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	E	12/28/2024	29349.62	2445.80	1222.90	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	F	12/28/2024	30083.36	2506.95	1253.47	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	G	12/28/2024	30835.45	2569.62	1284.81	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	H	12/28/2024	31606.33	2633.86	1316.93	1216.00	1215.20	608.00	607.60	121.60	260.40	15.20	10.85	22.80	16.28	17.76	18.15
3.0	I	12/28/2024	32396.49	2699.71	1349.85	1246.40	1246.56	623.20	623.28	124.64	267.12	15.58	11.13	23.37	16.70	18.15	18.57
3.0	J	12/28/2024	33206.40	2767.20	1383.60	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.57	18.98
3.0	K	12/28/2024	34036.56	2836.38	1418.19	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	L	12/28/2024	34887.48	2907.29	1453.65	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	M	12/28/2024	35759.67	2979.97	1489.99	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	N	12/28/2024	36653.66	3054.47	1527.24	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	O	12/28/2024	37570.00	3130.83	1565.42	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	P	12/28/2024	38509.25	3209.10	1604.55	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	Q	12/28/2024	39471.98	3289.33	1644.67	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	R	12/28/2024	40458.78	3371.57	1685.78	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	S	12/28/2024	41470.25	3455.85	1727.93	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	T	12/28/2024	42507.01	3542.25	1771.13	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
3.0	U	12/28/2024	43569.68	3630.81	1815.40	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	V	12/28/2024	44658.92	3721.58	1860.79	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	W	12/28/2024	45775.40	3814.62	1907.31	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	X	12/28/2024	46919.78	3909.98	1954.99	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	Y	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
3.0	Z	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27

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

3.0	01	12/28/2024	50527.47	4210.62	2105.31	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	02	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
3.0	03	12/28/2024	53085.43	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
3.0	04	12/28/2024	54412.57	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
3.0	05	12/28/2024	55772.88	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
3.0	06	12/28/2024	57167.20	4763.93	2381.97	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	07	12/28/2024	58596.38	4883.03	2441.52	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	08	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
3.0	09	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
3.0	10	12/28/2024	63101.89	5258.49	2629.25	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	11	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
3.0	12	12/28/2024	66296.43	5524.70	2762.35	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	13	12/28/2024	67953.84	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
3.0	14	12/28/2024	69652.69	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
3.0	15	12/28/2024	71394.01	5949.50	2974.75	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	16	12/28/2024	73178.86	6098.24	3049.12	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	17	12/28/2024	75008.33	6250.69	3125.35	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	18	12/28/2024	76883.54	6406.96	3203.48	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
3.0	19	12/28/2024	78805.63	6567.14	3283.57	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
3.0	20	12/28/2024	80775.77	6731.31	3365.66	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
3.0	21	12/28/2024	82795.16	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
3.0	22	12/28/2024	84865.04	7072.09	3536.04	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
3.0	23	12/28/2024	86986.67	7248.89	3624.44	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
3.0	24	12/28/2024	89161.34	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	27935.39	2327.95	1163.97	1074.40	1074.08	537.20	537.04	107.44	230.16	13.43	9.59	20.15	14.39	47.81	16.26
4.0	B	12/28/2024	28633.78	2386.15	1193.07	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	C	12/28/2024	29349.62	2445.80	1222.90	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	D	12/28/2024	30083.36	2506.95	1253.47	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	E	12/28/2024	30835.45	2569.62	1284.81	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	F	12/28/2024	31606.33	2633.86	1316.93	1216.00	1215.20	608.00	607.60	121.60	260.40	15.20	10.85	22.80	16.28	17.76	18.15
4.0	G	12/28/2024	32396.49	2699.71	1349.85	1246.40	1246.56	623.20	623.28	124.64	267.12	15.58	11.13	23.37	16.70	18.15	18.57
4.0	H	12/28/2024	33206.40	2767.20	1383.60	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.57	18.98
4.0	I	12/28/2024	34036.56	2836.38	1418.19	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	J	12/28/2024	34887.48	2907.29	1453.65	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	K	12/28/2024	35759.67	2979.97	1489.99	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	L	12/28/2024	36653.66	3054.47	1527.24	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	M	12/28/2024	37570.00	3130.83	1565.42	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	N	12/28/2024	38509.25	3209.10	1604.55	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	O	12/28/2024	39471.98	3289.33	1644.67	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	P	12/28/2024	40458.78	3371.57	1685.78	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	Q	12/28/2024	41470.25	3455.85	1727.93	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	R	12/28/2024	42507.01	3542.25	1771.13	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	S	12/28/2024	43569.68	3630.81	1815.40	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	T	12/28/2024	44658.92	3721.58	1860.79	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
4.0	U	12/28/2024	45775.40	3814.62	1907.31	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	V	12/28/2024	46919.78	3909.98	1954.99	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	W	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
4.0	X	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
4.0	Y	12/28/2024	50527.47	4210.62	2105.31	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	Z	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56

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

4.0	01	12/28/2024	53085.43	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
4.0	02	12/28/2024	54412.57	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
4.0	03	12/28/2024	55772.88	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
4.0	04	12/28/2024	57167.20	4763.93	2381.97	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	05	12/28/2024	58596.38	4883.03	2441.52	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	06	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
4.0	07	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
4.0	08	12/28/2024	63101.89	5258.49	2629.25	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	09	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
4.0	10	12/28/2024	66296.43	5524.70	2762.35	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	11	12/28/2024	67953.84	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
4.0	12	12/28/2024	69652.69	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
4.0	13	12/28/2024	71394.01	5949.50	2974.75	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	14	12/28/2024	73178.86	6098.24	3049.12	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	15	12/28/2024	75008.33	6250.69	3125.35	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	16	12/28/2024	76883.54	6406.96	3203.48	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	17	12/28/2024	78805.63	6567.14	3283.57	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	18	12/28/2024	80775.77	6731.31	3365.66	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
4.0	19	12/28/2024	82795.16	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
4.0	20	12/28/2024	84865.04	7072.09	3536.04	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
4.0	21	12/28/2024	86986.67	7248.89	3624.44	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
4.0	22	12/28/2024	89161.34	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
4.0	23	12/28/2024	91390.37	7615.86	3807.93	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
4.0	24	12/28/2024	93675.13	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	29349.62	2445.80	1222.90	1128.80	1128.96	564.40	564.48	112.88	241.92	14.11	10.08	21.17	15.12	50.13	17.00
5.0	B	12/28/2024	30083.36	2506.95	1253.47	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	C	12/28/2024	30835.45	2569.62	1284.81	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	D	12/28/2024	31606.33	2633.86	1316.93	1216.00	1215.20	608.00	607.60	121.60	260.40	15.20	10.85	22.80	16.28	17.76	18.15
5.0	E	12/28/2024	32396.49	2699.71	1349.85	1246.40	1246.56	623.20	623.28	124.64	267.12	15.58	11.13	23.37	16.70	18.15	18.57
5.0	F	12/28/2024	33206.40	2767.20	1383.60	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.57	18.98
5.0	G	12/28/2024	34036.56	2836.38	1418.19	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	H	12/28/2024	34887.48	2907.29	1453.65	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	I	12/28/2024	35759.67	2979.97	1489.99	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	J	12/28/2024	36653.66	3054.47	1527.24	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	K	12/28/2024	37570.00	3130.83	1565.42	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	L	12/28/2024	38509.25	3209.10	1604.55	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	M	12/28/2024	39471.98	3289.33	1644.67	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	N	12/28/2024	40458.78	3371.57	1685.78	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	O	12/28/2024	41470.25	3455.85	1727.93	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	P	12/28/2024	42507.01	3542.25	1771.13	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	Q	12/28/2024	43569.68	3630.81	1815.40	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	R	12/28/2024	44658.92	3721.58	1860.79	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	S	12/28/2024	45775.40	3814.62	1907.31	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	T	12/28/2024	46919.78	3909.98	1954.99	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
5.0	U	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
5.0	V	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
5.0	W	12/28/2024	50527.47	4210.62	2105.31	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	X	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
5.0	Y	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
5.0	Z	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91

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

5.0	01	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
5.0	02	12/28/2024	57167.19	4763.93	2381.97	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	03	12/28/2024	58596.37	4883.03	2441.52	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	04	12/28/2024	60061.28	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
5.0	05	12/28/2024	61562.81	5130.23	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
5.0	06	12/28/2024	63101.88	5258.49	2629.25	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	07	12/28/2024	64679.43	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
5.0	08	12/28/2024	66296.42	5524.70	2762.35	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	09	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
5.0	10	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
5.0	11	12/28/2024	71394.00	5949.50	2974.75	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	12	12/28/2024	73178.85	6098.24	3049.12	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	13	12/28/2024	75008.32	6250.69	3125.35	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	14	12/28/2024	76883.53	6406.96	3203.48	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	15	12/28/2024	78805.62	6567.14	3283.57	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	16	12/28/2024	80775.76	6731.31	3365.66	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	17	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
5.0	18	12/28/2024	84865.03	7072.09	3536.04	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
5.0	19	12/28/2024	86986.66	7248.89	3624.44	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
5.0	20	12/28/2024	89161.33	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
5.0	21	12/28/2024	91390.36	7615.86	3807.93	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
5.0	22	12/28/2024	93675.12	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
5.0	23	12/28/2024	96017.00	8001.42	4000.71	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
5.0	24	12/28/2024	98417.43	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	30835.45	2569.62	1284.81	1185.60	1186.08	592.80	593.04	118.56	254.16	14.82	10.59	22.23	15.89	52.58	17.76
6.0	B	12/28/2024	31606.33	2633.86	1316.93	1216.00	1215.20	608.00	607.60	121.60	260.40	15.20	10.85	22.80	16.28	17.76	18.15
6.0	C	12/28/2024	32396.49	2699.71	1349.85	1246.40	1246.56	623.20	623.28	124.64	267.12	15.58	11.13	23.37	16.70	18.15	18.57
6.0	D	12/28/2024	33206.40	2767.20	1383.60	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.57	18.98
6.0	E	12/28/2024	34036.56	2836.38	1418.19	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	F	12/28/2024	34887.48	2907.29	1453.65	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	G	12/28/2024	35759.67	2979.97	1489.99	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	H	12/28/2024	36653.66	3054.47	1527.24	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	I	12/28/2024	37570.00	3130.83	1565.42	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	J	12/28/2024	38509.25	3209.10	1604.55	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	K	12/28/2024	39471.98	3289.33	1644.67	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	L	12/28/2024	40458.78	3371.57	1685.78	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	M	12/28/2024	41470.25	3455.85	1727.93	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	N	12/28/2024	42507.01	3542.25	1771.13	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	O	12/28/2024	43569.68	3630.81	1815.40	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	P	12/28/2024	44658.92	3721.58	1860.79	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	Q	12/28/2024	45775.40	3814.62	1907.31	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	R	12/28/2024	46919.78	3909.98	1954.99	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	S	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
6.0	T	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
6.0	U	12/28/2024	50527.47	4210.62	2105.31	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	V	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
6.0	W	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
6.0	X	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
6.0	Y	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
6.0	Z	12/28/2024	57167.20	4763.93	2381.97	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. ***

6.0	01	12/28/2024	58596.38	4883.03	2441.52	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	02	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
6.0	03	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
6.0	04	12/28/2024	63101.89	5258.49	2629.25	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	05	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
6.0	06	12/28/2024	66296.43	5524.70	2762.35	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	07	12/28/2024	67953.84	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
6.0	08	12/28/2024	69652.69	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
6.0	09	12/28/2024	71394.01	5949.50	2974.75	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	10	12/28/2024	73178.86	6098.24	3049.12	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	11	12/28/2024	75008.33	6250.69	3125.35	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	12	12/28/2024	76883.54	6406.96	3203.48	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	13	12/28/2024	78805.63	6567.14	3283.57	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	14	12/28/2024	80775.77	6731.31	3365.66	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	15	12/28/2024	82795.16	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
6.0	16	12/28/2024	84865.04	7072.09	3536.04	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	17	12/28/2024	86986.67	7248.89	3624.44	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	18	12/28/2024	89161.34	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
6.0	19	12/28/2024	91390.37	7615.86	3807.93	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
6.0	20	12/28/2024	93675.13	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
6.0	21	12/28/2024	96017.01	8001.42	4000.71	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
6.0	22	12/28/2024	98417.44	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
6.0	23	12/28/2024	100877.88	8406.49	4203.25	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
6.0	24	12/28/2024	103399.83	8616.65	4308.33	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: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	32396.49	2699.71	1349.85	1246.40	1246.56	623.20	623.28	124.64	267.12	15.58	11.13	23.37	16.70	55.14	18.57
7.0	B	12/28/2024	33206.40	2767.20	1383.60	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.57	18.98
7.0	C	12/28/2024	34036.56	2836.38	1418.19	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	D	12/28/2024	34887.48	2907.29	1453.65	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	E	12/28/2024	35759.67	2979.97	1489.99	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	F	12/28/2024	36653.66	3054.47	1527.24	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	G	12/28/2024	37570.00	3130.83	1565.42	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	H	12/28/2024	38509.25	3209.10	1604.55	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	I	12/28/2024	39471.98	3289.33	1644.67	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	J	12/28/2024	40458.78	3371.57	1685.78	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	K	12/28/2024	41470.25	3455.85	1727.93	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	L	12/28/2024	42507.01	3542.25	1771.13	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	M	12/28/2024	43569.68	3630.81	1815.40	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	N	12/28/2024	44658.92	3721.58	1860.79	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	O	12/28/2024	45775.40	3814.62	1907.31	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	P	12/28/2024	46919.78	3909.98	1954.99	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	Q	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
7.0	R	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
7.0	S	12/28/2024	50527.47	4210.62	2105.31	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	T	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
7.0	U	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
7.0	V	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
7.0	W	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
7.0	X	12/28/2024	57167.20	4763.93	2381.97	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	Y	12/28/2024	58596.38	4883.03	2441.52	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	Z	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82

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

7.0	01	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
7.0	02	12/28/2024	63101.89	5258.49	2629.25	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	03	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
7.0	04	12/28/2024	66296.43	5524.70	2762.35	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	05	12/28/2024	67953.84	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
7.0	06	12/28/2024	69652.69	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
7.0	07	12/28/2024	71394.01	5949.50	2974.75	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	08	12/28/2024	73178.86	6098.24	3049.12	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	09	12/28/2024	75008.33	6250.69	3125.35	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	10	12/28/2024	76883.54	6406.96	3203.48	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	11	12/28/2024	78805.63	6567.14	3283.57	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	12	12/28/2024	80775.77	6731.31	3365.66	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	13	12/28/2024	82795.16	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
7.0	14	12/28/2024	84865.04	7072.09	3536.04	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	15	12/28/2024	86986.67	7248.89	3624.44	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	16	12/28/2024	89161.34	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
7.0	17	12/28/2024	91390.37	7615.86	3807.93	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	18	12/28/2024	93675.13	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
7.0	19	12/28/2024	96017.01	8001.42	4000.71	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
7.0	20	12/28/2024	98417.44	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
7.0	21	12/28/2024	100877.88	8406.49	4203.25	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
7.0	22	12/28/2024	103399.83	8616.65	4308.33	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
7.0	23	12/28/2024	105984.83	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
7.0	24	12/28/2024	108634.45	9052.87	4526.44	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	34036.56	2836.38	1418.19	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	57.84	19.41
8.0	B	12/28/2024	34887.48	2907.29	1453.65	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	C	12/28/2024	35759.67	2979.97	1489.99	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	D	12/28/2024	36653.66	3054.47	1527.24	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	E	12/28/2024	37570.00	3130.83	1565.42	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	F	12/28/2024	38509.25	3209.10	1604.55	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	G	12/28/2024	39471.98	3289.33	1644.67	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	H	12/28/2024	40458.78	3371.57	1685.78	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	I	12/28/2024	41470.25	3455.85	1727.93	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	J	12/28/2024	42507.01	3542.25	1771.13	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	K	12/28/2024	43569.68	3630.81	1815.40	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	L	12/28/2024	44658.92	3721.58	1860.79	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	M	12/28/2024	45775.40	3814.62	1907.31	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	N	12/28/2024	46919.78	3909.98	1954.99	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	O	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
8.0	P	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
8.0	Q	12/28/2024	50527.47	4210.62	2105.31	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	R	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
8.0	S	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
8.0	T	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
8.0	U	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
8.0	V	12/28/2024	57167.20	4763.93	2381.97	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	W	12/28/2024	58596.38	4883.03	2441.52	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	X	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
8.0	Y	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
8.0	Z	12/28/2024	63101.89	5258.49	2629.25	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. ***

8.0	01	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
8.0	02	12/28/2024	66296.43	5524.70	2762.35	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	03	12/28/2024	67953.84	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
8.0	04	12/28/2024	69652.69	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
8.0	05	12/28/2024	71394.01	5949.50	2974.75	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	06	12/28/2024	73178.86	6098.24	3049.12	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	07	12/28/2024	75008.33	6250.69	3125.35	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	08	12/28/2024	76883.54	6406.96	3203.48	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	09	12/28/2024	78805.63	6567.14	3283.57	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	10	12/28/2024	80775.77	6731.31	3365.66	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	11	12/28/2024	82795.16	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
8.0	12	12/28/2024	84865.04	7072.09	3536.04	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	13	12/28/2024	86986.67	7248.89	3624.44	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	14	12/28/2024	89161.34	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
8.0	15	12/28/2024	91390.37	7615.86	3807.93	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	16	12/28/2024	93675.13	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
8.0	17	12/28/2024	96017.01	8001.42	4000.71	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	18	12/28/2024	98417.44	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
8.0	19	12/28/2024	100877.88	8406.49	4203.25	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
8.0	20	12/28/2024	103399.83	8616.65	4308.33	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
8.0	21	12/28/2024	105984.83	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
8.0	22	12/28/2024	108634.45	9052.87	4526.44	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
8.0	23	12/28/2024	111350.31	9279.19	4639.60	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
8.0	24	12/28/2024	114134.07	9511.17	4755.59	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: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	35759.67	2979.97	1489.99	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	60.66	20.30
9.0	B	12/28/2024	36653.66	3054.47	1527.24	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	C	12/28/2024	37570.00	3130.83	1565.42	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	D	12/28/2024	38509.25	3209.10	1604.55	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	E	12/28/2024	39471.98	3289.33	1644.67	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	F	12/28/2024	40458.78	3371.57	1685.78	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	G	12/28/2024	41470.25	3455.85	1727.93	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	H	12/28/2024	42507.01	3542.25	1771.13	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	I	12/28/2024	43569.68	3630.81	1815.40	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	J	12/28/2024	44658.92	3721.58	1860.79	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	K	12/28/2024	45775.40	3814.62	1907.31	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	L	12/28/2024	46919.78	3909.98	1954.99	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	M	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
9.0	N	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
9.0	O	12/28/2024	50527.47	4210.62	2105.31	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	P	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
9.0	Q	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
9.0	R	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
9.0	S	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
9.0	T	12/28/2024	57167.20	4763.93	2381.97	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
9.0	U	12/28/2024	58596.38	4883.03	2441.52	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	V	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
9.0	W	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
9.0	X	12/28/2024	63101.89	5258.49	2629.25	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	Y	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
9.0	Z	12/28/2024	66296.42	5524.70	2762.35	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. ***

9.0	01	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
9.0	02	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
9.0	03	12/28/2024	71394.00	5949.50	2974.75	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	04	12/28/2024	73178.85	6098.24	3049.12	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	05	12/28/2024	75008.32	6250.69	3125.35	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	06	12/28/2024	76883.53	6406.96	3203.48	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	07	12/28/2024	78805.62	6567.14	3283.57	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	08	12/28/2024	80775.76	6731.31	3365.66	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	09	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
9.0	10	12/28/2024	84865.03	7072.09	3536.04	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	11	12/28/2024	86986.66	7248.89	3624.44	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	12	12/28/2024	89161.33	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
9.0	13	12/28/2024	91390.36	7615.86	3807.93	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	14	12/28/2024	93675.12	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
9.0	15	12/28/2024	96017.00	8001.42	4000.71	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	16	12/28/2024	98417.43	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
9.0	17	12/28/2024	100877.87	8406.49	4203.24	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	18	12/28/2024	103399.82	8616.65	4308.33	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
9.0	19	12/28/2024	105984.82	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
9.0	20	12/28/2024	108634.44	9052.87	4526.44	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
9.0	21	12/28/2024	111350.30	9279.19	4639.60	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
9.0	22	12/28/2024	114134.06	9511.17	4755.59	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
9.0	23	12/28/2024	116987.41	9748.95	4874.48	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
9.0	24	12/28/2024	119912.10	9992.68	4996.34	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: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	37570.00	3130.83	1565.42	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	63.65	21.23
10.0	B	12/28/2024	38509.25	3209.10	1604.55	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	C	12/28/2024	39471.98	3289.33	1644.67	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	D	12/28/2024	40458.78	3371.57	1685.78	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	E	12/28/2024	41470.25	3455.85	1727.93	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	F	12/28/2024	42507.01	3542.25	1771.13	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	G	12/28/2024	43569.68	3630.81	1815.40	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	H	12/28/2024	44658.92	3721.58	1860.79	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	I	12/28/2024	45775.40	3814.62	1907.31	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	J	12/28/2024	46919.78	3909.98	1954.99	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	K	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
10.0	L	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
10.0	M	12/28/2024	50527.47	4210.62	2105.31	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	N	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
10.0	O	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
10.0	P	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
10.0	Q	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
10.0	R	12/28/2024	57167.20	4763.93	2381.97	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	S	12/28/2024	58596.38	4883.03	2441.52	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	T	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
10.0	U	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
10.0	V	12/28/2024	63101.89	5258.49	2629.25	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	W	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
10.0	X	12/28/2024	66296.42	5524.70	2762.35	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	Y	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
10.0	Z	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76

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

10.0	01	12/28/2024	71394.00	5949.50	2974.75	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	02	12/28/2024	73178.85	6098.24	3049.12	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	03	12/28/2024	75008.32	6250.69	3125.35	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	04	12/28/2024	76883.53	6406.96	3203.48	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	05	12/28/2024	78805.62	6567.14	3283.57	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	06	12/28/2024	80775.76	6731.31	3365.66	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	07	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
10.0	08	12/28/2024	84865.03	7072.09	3536.04	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	09	12/28/2024	86986.66	7248.89	3624.44	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	10	12/28/2024	89161.33	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
10.0	11	12/28/2024	91390.36	7615.86	3807.93	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	12	12/28/2024	93675.12	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
10.0	13	12/28/2024	96017.00	8001.42	4000.71	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	14	12/28/2024	98417.43	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
10.0	15	12/28/2024	100877.87	8406.49	4203.24	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	16	12/28/2024	103399.82	8616.65	4308.33	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	17	12/28/2024	105984.82	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
10.0	18	12/28/2024	108634.44	9052.87	4526.44	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
10.0	19	12/28/2024	111350.30	9279.19	4639.60	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
10.0	20	12/28/2024	114134.06	9511.17	4755.59	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
10.0	21	12/28/2024	116987.41	9748.95	4874.48	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
10.0	22	12/28/2024	119912.10	9992.68	4996.34	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
10.0	23	12/28/2024	122909.90	10242.49	5121.25	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
10.0	24	12/28/2024	125982.65	10498.55	5249.28	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: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	39471.98	3289.33	1644.67	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	66.77	22.20
11.0	B	12/28/2024	40458.78	3371.57	1685.78	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	C	12/28/2024	41470.25	3455.85	1727.93	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	D	12/28/2024	42507.01	3542.25	1771.13	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	E	12/28/2024	43569.68	3630.81	1815.40	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	F	12/28/2024	44658.92	3721.58	1860.79	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	G	12/28/2024	45775.40	3814.62	1907.31	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	H	12/28/2024	46919.78	3909.98	1954.99	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	I	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
11.0	J	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
11.0	K	12/28/2024	50527.47	4210.62	2105.31	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	L	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
11.0	M	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
11.0	N	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
11.0	O	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
11.0	P	12/28/2024	57167.20	4763.93	2381.97	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	Q	12/28/2024	58596.38	4883.03	2441.52	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	R	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
11.0	S	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
11.0	T	12/28/2024	63101.89	5258.49	2629.25	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
11.0	U	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
11.0	V	12/28/2024	66296.42	5524.70	2762.35	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	W	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
11.0	X	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
11.0	Y	12/28/2024	71393.99	5949.50	2974.75	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	Z	12/28/2024	73178.84	6098.24	3049.12	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. ***

11.0	01	12/28/2024	75008.31	6250.69	3125.35	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	02	12/28/2024	76883.52	6406.96	3203.48	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	03	12/28/2024	78805.61	6567.13	3283.57	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	04	12/28/2024	80775.75	6731.31	3365.66	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	05	12/28/2024	82795.14	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
11.0	06	12/28/2024	84865.02	7072.09	3536.04	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	07	12/28/2024	86986.65	7248.89	3624.44	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	08	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
11.0	09	12/28/2024	91390.35	7615.86	3807.93	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	10	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
11.0	11	12/28/2024	96016.99	8001.42	4000.71	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	12	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
11.0	13	12/28/2024	100877.85	8406.49	4203.24	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	14	12/28/2024	103399.80	8616.65	4308.33	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	15	12/28/2024	105984.80	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
11.0	16	12/28/2024	108634.42	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
11.0	17	12/28/2024	111350.28	9279.19	4639.60	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
11.0	18	12/28/2024	114134.04	9511.17	4755.59	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
11.0	19	12/28/2024	116987.39	9748.95	4874.47	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
11.0	20	12/28/2024	119912.07	9992.67	4996.34	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
11.0	21	12/28/2024	122909.87	10242.49	5121.24	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
11.0	22	12/28/2024	125982.62	10498.55	5249.28	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
11.0	23	12/28/2024	129132.19	10761.02	5380.51	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
11.0	24	12/28/2024	132360.49	11030.04	5515.02	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: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	41470.25	3455.85	1727.93	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	70.05	23.24
12.0	B	12/28/2024	42507.01	3542.25	1771.13	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	C	12/28/2024	43569.68	3630.81	1815.40	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	D	12/28/2024	44658.92	3721.58	1860.79	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	E	12/28/2024	45775.40	3814.62	1907.31	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	F	12/28/2024	46919.78	3909.98	1954.99	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	G	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
12.0	H	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
12.0	I	12/28/2024	50527.47	4210.62	2105.31	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	J	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
12.0	K	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
12.0	L	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
12.0	M	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
12.0	N	12/28/2024	57167.20	4763.93	2381.97	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	O	12/28/2024	58596.38	4883.03	2441.52	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	P	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
12.0	Q	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
12.0	R	12/28/2024	63101.89	5258.49	2629.25	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	S	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
12.0	T	12/28/2024	66296.42	5524.70	2762.35	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
12.0	U	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
12.0	V	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
12.0	W	12/28/2024	71393.99	5949.50	2974.75	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	X	12/28/2024	73178.84	6098.24	3049.12	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	Y	12/28/2024	75008.32	6250.69	3125.35	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	Z	12/28/2024	76883.52	6406.96	3203.48	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. ***

12.0	01	12/28/2024	78805.61	6567.13	3283.57	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	02	12/28/2024	80775.75	6731.31	3365.66	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	03	12/28/2024	82795.14	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
12.0	04	12/28/2024	84865.02	7072.09	3536.04	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	05	12/28/2024	86986.65	7248.89	3624.44	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	06	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
12.0	07	12/28/2024	91390.35	7615.86	3807.93	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	08	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
12.0	09	12/28/2024	96016.99	8001.42	4000.71	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	10	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
12.0	11	12/28/2024	100877.85	8406.49	4203.24	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	12	12/28/2024	103399.80	8616.65	4308.33	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	13	12/28/2024	105984.80	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
12.0	14	12/28/2024	108634.42	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
12.0	15	12/28/2024	111350.28	9279.19	4639.60	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
12.0	16	12/28/2024	114134.04	9511.17	4755.59	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	17	12/28/2024	116987.39	9748.95	4874.47	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	18	12/28/2024	119912.07	9992.67	4996.34	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
12.0	19	12/28/2024	122909.87	10242.49	5121.24	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
12.0	20	12/28/2024	125982.62	10498.55	5249.28	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
12.0	21	12/28/2024	129132.19	10761.02	5380.51	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
12.0	22	12/28/2024	132360.49	11030.04	5515.02	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
12.0	23	12/28/2024	135669.50	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
12.0	24	12/28/2024	139061.24	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	43569.68	3630.81	1815.40	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	73.50	24.32
13.0	B	12/28/2024	44658.92	3721.58	1860.79	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	C	12/28/2024	45775.40	3814.62	1907.31	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	D	12/28/2024	46919.78	3909.98	1954.99	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	E	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
13.0	F	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
13.0	G	12/28/2024	50527.47	4210.62	2105.31	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	H	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
13.0	I	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
13.0	J	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
13.0	K	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
13.0	L	12/28/2024	57167.20	4763.93	2381.97	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	M	12/28/2024	58596.38	4883.03	2441.52	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	N	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
13.0	O	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
13.0	P	12/28/2024	63101.89	5258.49	2629.25	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	Q	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
13.0	R	12/28/2024	66296.42	5524.70	2762.35	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	S	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
13.0	T	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
13.0	U	12/28/2024	71393.99	5949.50	2974.75	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	V	12/28/2024	73178.84	6098.24	3049.12	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	W	12/28/2024	75008.32	6250.69	3125.35	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	X	12/28/2024	76883.52	6406.96	3203.48	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	Y	12/28/2024	78805.61	6567.13	3283.57	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	Z	12/28/2024	80775.75	6731.31	3365.66	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. ***

13.0	01	12/28/2024	82795.14	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
13.0	02	12/28/2024	84865.02	7072.09	3536.04	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	03	12/28/2024	86986.65	7248.89	3624.44	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	04	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
13.0	05	12/28/2024	91390.35	7615.86	3807.93	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	06	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
13.0	07	12/28/2024	96016.99	8001.42	4000.71	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	08	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
13.0	09	12/28/2024	100877.85	8406.49	4203.24	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	10	12/28/2024	103399.80	8616.65	4308.33	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	11	12/28/2024	105984.80	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
13.0	12	12/28/2024	108634.42	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
13.0	13	12/28/2024	111350.28	9279.19	4639.60	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
13.0	14	12/28/2024	114134.04	9511.17	4755.59	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	15	12/28/2024	116987.39	9748.95	4874.47	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	16	12/28/2024	119912.07	9992.67	4996.34	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	17	12/28/2024	122909.87	10242.49	5121.24	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	18	12/28/2024	125982.62	10498.55	5249.28	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
13.0	19	12/28/2024	129132.19	10761.02	5380.51	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
13.0	20	12/28/2024	132360.49	11030.04	5515.02	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
13.0	21	12/28/2024	135669.50	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
13.0	22	12/28/2024	139061.24	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
13.0	23	12/28/2024	142537.77	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
13.0	24	12/28/2024	146101.21	12175.10	6087.55	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: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	45775.40	3814.62	1907.31	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	77.13	25.46
14.0	B	12/28/2024	46919.78	3909.98	1954.99	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	C	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66
14.0	D	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
14.0	E	12/28/2024	50527.47	4210.62	2105.31	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	F	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
14.0	G	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
14.0	H	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
14.0	I	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
14.0	J	12/28/2024	57167.20	4763.93	2381.97	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	K	12/28/2024	58596.38	4883.03	2441.52	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	L	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
14.0	M	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
14.0	N	12/28/2024	63101.89	5258.49	2629.25	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	O	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
14.0	P	12/28/2024	66296.42	5524.70	2762.35	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	Q	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
14.0	R	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
14.0	S	12/28/2024	71393.99	5949.50	2974.75	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	T	12/28/2024	73178.84	6098.24	3049.12	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
14.0	U	12/28/2024	75008.32	6250.69	3125.35	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	V	12/28/2024	76883.52	6406.96	3203.48	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	W	12/28/2024	78805.61	6567.13	3283.57	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	X	12/28/2024	80775.75	6731.31	3365.66	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	Y	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
14.0	Z	12/28/2024	84865.02	7072.09	3536.04	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. ***

14.0	01	12/28/2024	86986.65	7248.89	3624.44	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	02	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
14.0	03	12/28/2024	91390.35	7615.86	3807.93	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	04	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
14.0	05	12/28/2024	96016.99	8001.42	4000.71	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	06	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
14.0	07	12/28/2024	100877.85	8406.49	4203.24	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	08	12/28/2024	103399.80	8616.65	4308.33	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	09	12/28/2024	105984.80	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
14.0	10	12/28/2024	108634.42	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
14.0	11	12/28/2024	111350.28	9279.19	4639.60	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
14.0	12	12/28/2024	114134.04	9511.17	4755.59	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	13	12/28/2024	116987.39	9748.95	4874.47	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	14	12/28/2024	119912.07	9992.67	4996.34	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	15	12/28/2024	122909.87	10242.49	5121.24	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	16	12/28/2024	125982.62	10498.55	5249.28	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	17	12/28/2024	129132.19	10761.02	5380.51	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	18	12/28/2024	132360.49	11030.04	5515.02	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
14.0	19	12/28/2024	135669.50	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
14.0	20	12/28/2024	139061.24	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
14.0	21	12/28/2024	142537.77	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
14.0	22	12/28/2024	146101.21	12175.10	6087.55	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
14.0	23	12/28/2024	149753.74	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
14.0	24	12/28/2024	153497.58	12791.47	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	48092.77	4007.73	2003.87	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	80.94	26.66
15.0	B	12/28/2024	49295.09	4107.92	2053.96	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
15.0	C	12/28/2024	50527.47	4210.62	2105.31	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	D	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
15.0	E	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
15.0	F	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
15.0	G	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
15.0	H	12/28/2024	57167.20	4763.93	2381.97	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	I	12/28/2024	58596.38	4883.03	2441.52	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	J	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
15.0	K	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
15.0	L	12/28/2024	63101.89	5258.49	2629.25	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	M	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
15.0	N	12/28/2024	66296.42	5524.70	2762.35	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	O	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
15.0	P	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
15.0	Q	12/28/2024	71393.99	5949.50	2974.75	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	R	12/28/2024	73178.84	6098.24	3049.12	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	S	12/28/2024	75008.32	6250.69	3125.35	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	T	12/28/2024	76883.52	6406.96	3203.48	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
15.0	U	12/28/2024	78805.61	6567.13	3283.57	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	V	12/28/2024	80775.75	6731.31	3365.66	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	W	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
15.0	X	12/28/2024	84865.02	7072.09	3536.04	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	Y	12/28/2024	86986.65	7248.89	3624.44	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	Z	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81

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

15.0	01	12/28/2024	91390.35	7615.86	3807.93	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	02	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
15.0	03	12/28/2024	96016.99	8001.42	4000.71	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	04	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
15.0	05	12/28/2024	100877.85	8406.49	4203.24	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	06	12/28/2024	103399.80	8616.65	4308.33	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	07	12/28/2024	105984.80	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
15.0	08	12/28/2024	108634.42	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
15.0	09	12/28/2024	111350.28	9279.19	4639.60	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
15.0	10	12/28/2024	114134.04	9511.17	4755.59	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	11	12/28/2024	116987.39	9748.95	4874.47	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	12	12/28/2024	119912.07	9992.67	4996.34	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	13	12/28/2024	122909.87	10242.49	5121.24	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	14	12/28/2024	125982.62	10498.55	5249.28	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	15	12/28/2024	129132.19	10761.02	5380.51	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	16	12/28/2024	132360.49	11030.04	5515.02	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	17	12/28/2024	135669.50	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
15.0	18	12/28/2024	139061.24	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
15.0	19	12/28/2024	142537.77	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
15.0	20	12/28/2024	146101.21	12175.10	6087.55	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
15.0	21	12/28/2024	149753.74	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
15.0	22	12/28/2024	153497.58	12791.47	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
15.0	23	12/28/2024	157335.02	13111.25	6555.63	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
15.0	24	12/28/2024	161268.40	13439.03	6719.52	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: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	50527.47	4210.62	2105.31	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	84.95	27.90
16.0	B	12/28/2024	51790.66	4315.89	2157.94	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
16.0	C	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22
16.0	D	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
16.0	E	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
16.0	F	12/28/2024	57167.20	4763.93	2381.97	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	G	12/28/2024	58596.38	4883.03	2441.52	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	H	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
16.0	I	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
16.0	J	12/28/2024	63101.89	5258.49	2629.25	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	K	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
16.0	L	12/28/2024	66296.42	5524.70	2762.35	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	M	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
16.0	N	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
16.0	O	12/28/2024	71393.99	5949.50	2974.75	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	P	12/28/2024	73178.84	6098.24	3049.12	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	Q	12/28/2024	75008.32	6250.69	3125.35	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	R	12/28/2024	76883.52	6406.96	3203.48	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	S	12/28/2024	78805.61	6567.13	3283.57	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	T	12/28/2024	80775.75	6731.31	3365.66	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
16.0	U	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
16.0	V	12/28/2024	84865.02	7072.09	3536.04	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	W	12/28/2024	86986.65	7248.89	3624.44	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	X	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
16.0	Y	12/28/2024	91390.35	7615.86	3807.93	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	Z	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13

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

16.0	01	12/28/2024	96016.99	8001.42	4000.71	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	02	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
16.0	03	12/28/2024	100877.85	8406.49	4203.24	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	04	12/28/2024	103399.80	8616.65	4308.33	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	05	12/28/2024	105984.80	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
16.0	06	12/28/2024	108634.42	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
16.0	07	12/28/2024	111350.28	9279.19	4639.60	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
16.0	08	12/28/2024	114134.04	9511.17	4755.59	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	09	12/28/2024	116987.39	9748.95	4874.47	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	10	12/28/2024	119912.07	9992.67	4996.34	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	11	12/28/2024	122909.87	10242.49	5121.24	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	12	12/28/2024	125982.62	10498.55	5249.28	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	13	12/28/2024	129132.19	10761.02	5380.51	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	14	12/28/2024	132360.49	11030.04	5515.02	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	15	12/28/2024	135669.50	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
16.0	16	12/28/2024	139061.24	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
16.0	17	12/28/2024	142537.77	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
16.0	18	12/28/2024	146101.21	12175.10	6087.55	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
16.0	19	12/28/2024	149753.74	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
16.0	20	12/28/2024	153497.58	12791.47	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
16.0	21	12/28/2024	157335.02	13111.25	6555.63	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
16.0	22	12/28/2024	161268.40	13439.03	6719.52	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
16.0	23	12/28/2024	165300.11	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
16.0	24	12/28/2024	169432.61	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	53085.42	4423.79	2211.89	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	89.15	29.22
17.0	B	12/28/2024	54412.56	4534.38	2267.19	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
17.0	C	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60
17.0	D	12/28/2024	57167.20	4763.93	2381.97	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	E	12/28/2024	58596.38	4883.03	2441.52	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	F	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
17.0	G	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
17.0	H	12/28/2024	63101.89	5258.49	2629.25	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	I	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
17.0	J	12/28/2024	66296.42	5524.70	2762.35	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	K	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
17.0	L	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
17.0	M	12/28/2024	71393.99	5949.50	2974.75	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	N	12/28/2024	73178.84	6098.24	3049.12	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	O	12/28/2024	75008.32	6250.69	3125.35	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	P	12/28/2024	76883.52	6406.96	3203.48	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	Q	12/28/2024	78805.61	6567.13	3283.57	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	R	12/28/2024	80775.75	6731.31	3365.66	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	S	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
17.0	T	12/28/2024	84865.02	7072.09	3536.04	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
17.0	U	12/28/2024	86986.65	7248.89	3624.44	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	V	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
17.0	W	12/28/2024	91390.35	7615.86	3807.93	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	X	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
17.0	Y	12/28/2024	96016.99	8001.42	4000.71	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	Z	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58

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

17.0	01	12/28/2024	100877.85	8406.49	4203.24	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	02	12/28/2024	103399.80	8616.65	4308.33	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	03	12/28/2024	105984.80	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
17.0	04	12/28/2024	108634.42	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
17.0	05	12/28/2024	111350.28	9279.19	4639.60	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
17.0	06	12/28/2024	114134.04	9511.17	4755.59	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	07	12/28/2024	116987.39	9748.95	4874.47	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	08	12/28/2024	119912.07	9992.67	4996.34	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	09	12/28/2024	122909.87	10242.49	5121.24	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	10	12/28/2024	125982.62	10498.55	5249.28	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	11	12/28/2024	129132.19	10761.02	5380.51	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	12	12/28/2024	132360.49	11030.04	5515.02	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	13	12/28/2024	135669.50	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
17.0	14	12/28/2024	139061.24	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
17.0	15	12/28/2024	142537.77	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
17.0	16	12/28/2024	146101.21	12175.10	6087.55	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	17	12/28/2024	149753.74	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
17.0	18	12/28/2024	153497.58	12791.47	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
17.0	19	12/28/2024	157335.02	13111.25	6555.63	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
17.0	20	12/28/2024	161268.40	13439.03	6719.52	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
17.0	21	12/28/2024	165300.11	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
17.0	22	12/28/2024	169432.61	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
17.0	23	12/28/2024	173668.43	14472.37	7236.18	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
17.0	24	12/28/2024	178010.14	14834.18	7417.09	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: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	55772.87	4647.74	2323.87	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	93.57	30.60
18.0	B	12/28/2024	57167.20	4763.93	2381.97	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	C	12/28/2024	58596.38	4883.03	2441.52	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	D	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
18.0	E	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
18.0	F	12/28/2024	63101.89	5258.49	2629.25	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	G	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
18.0	H	12/28/2024	66296.42	5524.70	2762.35	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	I	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
18.0	J	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
18.0	K	12/28/2024	71393.99	5949.50	2974.75	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	L	12/28/2024	73178.84	6098.24	3049.12	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	M	12/28/2024	75008.32	6250.69	3125.35	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	N	12/28/2024	76883.52	6406.96	3203.48	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	O	12/28/2024	78805.61	6567.13	3283.57	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	P	12/28/2024	80775.75	6731.31	3365.66	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	Q	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
18.0	R	12/28/2024	84865.02	7072.09	3536.04	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	S	12/28/2024	86986.65	7248.89	3624.44	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	T	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
18.0	U	12/28/2024	91390.35	7615.86	3807.93	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	V	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
18.0	W	12/28/2024	96016.99	8001.42	4000.71	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	X	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
18.0	Y	12/28/2024	100877.84	8406.49	4203.24	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	Z	12/28/2024	103399.79	8616.65	4308.32	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14

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

18.0	01	12/28/2024	105984.78	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
18.0	02	12/28/2024	108634.40	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
18.0	03	12/28/2024	111350.26	9279.19	4639.59	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
18.0	04	12/28/2024	114134.02	9511.17	4755.58	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	05	12/28/2024	116987.37	9748.95	4874.47	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	06	12/28/2024	119912.05	9992.67	4996.34	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	07	12/28/2024	122909.85	10242.49	5121.24	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	08	12/28/2024	125982.60	10498.55	5249.28	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	09	12/28/2024	129132.17	10761.01	5380.51	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	10	12/28/2024	132360.47	11030.04	5515.02	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	11	12/28/2024	135669.48	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
18.0	12	12/28/2024	139061.22	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
18.0	13	12/28/2024	142537.75	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
18.0	14	12/28/2024	146101.19	12175.10	6087.55	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	15	12/28/2024	149753.72	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
18.0	16	12/28/2024	153497.56	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
18.0	17	12/28/2024	157335.00	13111.25	6555.63	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	18	12/28/2024	161268.38	13439.03	6719.52	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
18.0	19	12/28/2024	165300.09	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
18.0	20	12/28/2024	169432.59	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
18.0	21	12/28/2024	173668.40	14472.37	7236.18	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
18.0	22	12/28/2024	178010.11	14834.18	7417.09	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
18.0	23	12/28/2024	182460.36	15205.03	7602.52	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
18.0	24	12/28/2024	187021.87	15585.16	7792.58	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	58596.38	4883.03	2441.52	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	98.21	32.06
19.0	B	12/28/2024	60061.29	5005.11	2502.55	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
19.0	C	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59
19.0	D	12/28/2024	63101.89	5258.49	2629.25	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	E	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
19.0	F	12/28/2024	66296.42	5524.70	2762.35	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	G	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
19.0	H	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
19.0	I	12/28/2024	71393.99	5949.50	2974.75	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	J	12/28/2024	73178.84	6098.24	3049.12	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	K	12/28/2024	75008.32	6250.69	3125.35	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	L	12/28/2024	76883.52	6406.96	3203.48	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	M	12/28/2024	78805.61	6567.13	3283.57	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	N	12/28/2024	80775.75	6731.31	3365.66	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	O	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
19.0	P	12/28/2024	84865.02	7072.09	3536.04	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	Q	12/28/2024	86986.65	7248.89	3624.44	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	R	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
19.0	S	12/28/2024	91390.35	7615.86	3807.93	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	T	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
19.0	U	12/28/2024	96016.99	8001.42	4000.71	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	V	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
19.0	W	12/28/2024	100877.84	8406.49	4203.24	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	X	12/28/2024	103399.79	8616.65	4308.32	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	Y	12/28/2024	105984.79	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
19.0	Z	12/28/2024	108634.41	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84

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

19.0	01	12/28/2024	111350.27	9279.19	4639.59	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
19.0	02	12/28/2024	114134.03	9511.17	4755.58	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	03	12/28/2024	116987.38	9748.95	4874.47	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	04	12/28/2024	119912.06	9992.67	4996.34	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	05	12/28/2024	122909.86	10242.49	5121.24	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	06	12/28/2024	125982.61	10498.55	5249.28	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	07	12/28/2024	129132.18	10761.02	5380.51	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	08	12/28/2024	132360.48	11030.04	5515.02	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	09	12/28/2024	135669.49	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
19.0	10	12/28/2024	139061.23	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
19.0	11	12/28/2024	142537.76	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
19.0	12	12/28/2024	146101.20	12175.10	6087.55	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	13	12/28/2024	149753.73	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
19.0	14	12/28/2024	153497.57	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
19.0	15	12/28/2024	157335.01	13111.25	6555.63	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	16	12/28/2024	161268.39	13439.03	6719.52	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	17	12/28/2024	165300.10	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
19.0	18	12/28/2024	169432.60	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
19.0	19	12/28/2024	173668.42	14472.37	7236.18	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
19.0	20	12/28/2024	178010.13	14834.18	7417.09	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
19.0	21	12/28/2024	182460.38	15205.03	7602.52	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
19.0	22	12/28/2024	187021.89	15585.16	7792.58	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
19.0	23	12/28/2024	191697.44	15974.79	7987.39	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
19.0	24	12/28/2024	196489.88	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	61562.82	5130.24	2565.12	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	103.10	33.59
20.0	B	12/28/2024	63101.89	5258.49	2629.25	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	C	12/28/2024	64679.44	5389.95	2694.98	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19
20.0	D	12/28/2024	66296.42	5524.70	2762.35	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	E	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89
20.0	F	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
20.0	G	12/28/2024	71393.99	5949.50	2974.75	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	H	12/28/2024	73178.84	6098.24	3049.12	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	I	12/28/2024	75008.32	6250.69	3125.35	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	J	12/28/2024	76883.52	6406.96	3203.48	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	K	12/28/2024	78805.61	6567.13	3283.57	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	L	12/28/2024	80775.75	6731.31	3365.66	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	M	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
20.0	N	12/28/2024	84865.02	7072.09	3536.04	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	O	12/28/2024	86986.65	7248.89	3624.44	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	P	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
20.0	Q	12/28/2024	91390.35	7615.86	3807.93	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	R	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
20.0	S	12/28/2024	96016.99	8001.42	4000.71	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	T	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
20.0	U	12/28/2024	100877.84	8406.49	4203.24	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	V	12/28/2024	103399.79	8616.65	4308.32	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	W	12/28/2024	105984.79	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
20.0	X	12/28/2024	108634.41	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
20.0	Y	12/28/2024	111350.27	9279.19	4639.59	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
20.0	Z	12/28/2024	114134.02	9511.17	4755.58	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
							*** Incentive Steps Beyond Step T. ***										
20.0	01	12/28/2024	116987.37	9748.95	4874.47	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	02	12/28/2024	119912.05	9992.67	4996.34	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	03	12/28/2024	122909.85	10242.49	5121.24	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	04	12/28/2024	125982.60	10498.55	5249.28	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	05	12/28/2024	129132.17	10761.01	5380.51	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	06	12/28/2024	132360.47	11030.04	5515.02	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	07	12/28/2024	135669.48	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
20.0	08	12/28/2024	139061.22	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
20.0	09	12/28/2024	142537.75	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
20.0	10	12/28/2024	146101.19	12175.10	6087.55	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	11	12/28/2024	149753.72	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
20.0	12	12/28/2024	153497.56	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
20.0	13	12/28/2024	157335.00	13111.25	6555.63	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	14	12/28/2024	161268.38	13439.03	6719.52	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	15	12/28/2024	165300.09	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
20.0	16	12/28/2024	169432.59	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
20.0	17	12/28/2024	173668.40	14472.37	7236.18	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	18	12/28/2024	178010.11	14834.18	7417.09	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
20.0	19	12/28/2024	182460.36	15205.03	7602.52	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
20.0	20	12/28/2024	187021.87	15585.16	7792.58	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
20.0	21	12/28/2024	191697.42	15974.79	7987.39	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
20.0	22	12/28/2024	196489.86	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
20.0	23	12/28/2024	201402.11	16783.51	8391.75	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
20.0	24	12/28/2024	206437.16	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	67953.83	5662.82	2831.41	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	108.21	36.89
21.0	B	12/28/2024	69652.68	5804.39	2902.20	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
21.0	C	12/28/2024	71393.99	5949.50	2974.75	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	D	12/28/2024	73178.84	6098.24	3049.12	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	E	12/28/2024	75008.32	6250.69	3125.35	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	F	12/28/2024	76883.52	6406.96	3203.48	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	G	12/28/2024	78805.61	6567.13	3283.57	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	H	12/28/2024	80775.75	6731.31	3365.66	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	I	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
21.0	J	12/28/2024	84865.02	7072.09	3536.04	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	K	12/28/2024	86986.65	7248.89	3624.44	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	L	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
21.0	M	12/28/2024	91390.35	7615.86	3807.93	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	N	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
21.0	O	12/28/2024	96016.99	8001.42	4000.71	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	P	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
21.0	Q	12/28/2024	100877.84	8406.49	4203.24	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	R	12/28/2024	103399.79	8616.65	4308.32	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	S	12/28/2024	105984.79	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
21.0	T	12/28/2024	108634.41	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
21.0	U	12/28/2024	111350.27	9279.19	4639.59	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
21.0	V	12/28/2024	114134.02	9511.17	4755.58	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	W	12/28/2024	116987.37	9748.95	4874.47	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	X	12/28/2024	119912.06	9992.67	4996.34	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	Y	12/28/2024	122909.86	10242.49	5121.24	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	Z	12/28/2024	125982.60	10498.55	5249.28	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77

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

21.0	01	12/28/2024	129132.17	10761.01	5380.51	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	02	12/28/2024	132360.47	11030.04	5515.02	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	03	12/28/2024	135669.48	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
21.0	04	12/28/2024	139061.22	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
21.0	05	12/28/2024	142537.75	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
21.0	06	12/28/2024	146101.19	12175.10	6087.55	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	07	12/28/2024	149753.72	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
21.0	08	12/28/2024	153497.56	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
21.0	09	12/28/2024	157335.00	13111.25	6555.63	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	10	12/28/2024	161268.38	13439.03	6719.52	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	11	12/28/2024	165300.09	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
21.0	12	12/28/2024	169432.59	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
21.0	13	12/28/2024	173668.40	14472.37	7236.18	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	14	12/28/2024	178010.11	14834.18	7417.09	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	15	12/28/2024	182460.36	15205.03	7602.52	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	16	12/28/2024	187021.87	15585.16	7792.58	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	17	12/28/2024	191697.42	15974.79	7987.39	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	18	12/28/2024	196489.86	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
21.0	19	12/28/2024	201402.11	16783.51	8391.75	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
21.0	20	12/28/2024	206437.16	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
21.0	21	12/28/2024	211598.09	17633.17	8816.59	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
21.0	22	12/28/2024	216888.04	18074.00	9037.00	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
21.0	23	12/28/2024	222310.24	18525.85	9262.93	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
21.0	24	12/28/2024	227868.00	18989.00	9494.50	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	75008.32	6250.69	3125.35	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	119.25	40.52
22.0	B	12/28/2024	76883.52	6406.96	3203.48	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	C	12/28/2024	78805.61	6567.13	3283.57	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	D	12/28/2024	80775.75	6731.31	3365.66	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	E	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52
22.0	F	12/28/2024	84865.02	7072.09	3536.04	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	G	12/28/2024	86986.65	7248.89	3624.44	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	H	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
22.0	I	12/28/2024	91390.35	7615.86	3807.93	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	J	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
22.0	K	12/28/2024	96016.99	8001.42	4000.71	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	L	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
22.0	M	12/28/2024	100877.84	8406.49	4203.24	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	N	12/28/2024	103399.79	8616.65	4308.32	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	O	12/28/2024	105984.79	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
22.0	P	12/28/2024	108634.41	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
22.0	Q	12/28/2024	111350.27	9279.19	4639.59	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
22.0	R	12/28/2024	114134.02	9511.17	4755.58	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	S	12/28/2024	116987.37	9748.95	4874.47	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	T	12/28/2024	119912.06	9992.67	4996.34	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
22.0	U	12/28/2024	122909.86	10242.49	5121.24	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	V	12/28/2024	125982.60	10498.55	5249.28	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	W	12/28/2024	129132.17	10761.01	5380.51	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	X	12/28/2024	132360.47	11030.04	5515.02	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	Y	12/28/2024	135669.49	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
22.0	Z	12/28/2024	139061.22	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50

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

22.0	01	12/28/2024	142537.75	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
22.0	02	12/28/2024	146101.19	12175.10	6087.55	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	03	12/28/2024	149753.72	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
22.0	04	12/28/2024	153497.56	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
22.0	05	12/28/2024	157335.00	13111.25	6555.63	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	06	12/28/2024	161268.38	13439.03	6719.52	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	07	12/28/2024	165300.09	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
22.0	08	12/28/2024	169432.59	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
22.0	09	12/28/2024	173668.40	14472.37	7236.18	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	10	12/28/2024	178010.11	14834.18	7417.09	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	11	12/28/2024	182460.36	15205.03	7602.52	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	12	12/28/2024	187021.87	15585.16	7792.58	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	13	12/28/2024	191697.42	15974.79	7987.39	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	14	12/28/2024	196489.86	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
22.0	15	12/28/2024	201402.11	16783.51	8391.75	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
22.0	16	12/28/2024	206437.16	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
22.0	17	12/28/2024	211598.09	17633.17	8816.59	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	18	12/28/2024	216888.04	18074.00	9037.00	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
22.0	19	12/28/2024	222310.24	18525.85	9262.93	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
22.0	20	12/28/2024	227868.00	18989.00	9494.50	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
22.0	21	12/28/2024	233564.70	19463.73	9731.86	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
22.0	22	12/28/2024	239403.82	19950.32	9975.16	9208.00	9207.52	4604.00	4603.76	920.80	1973.04	115.10	82.21	172.65	123.32	122.19	125.19
22.0	23	12/28/2024	245388.92	20449.08	10224.54	9438.40	9438.24	4719.20	4719.12	943.84	2022.48	117.98	84.27	176.97	126.41	125.19	128.28
22.0	24	12/28/2024	251523.64	20960.30	10480.15	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	82795.15	6899.60	3449.80	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	131.43	44.52
23.0	B	12/28/2024	84865.02	7072.09	3536.04	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	C	12/28/2024	86986.65	7248.89	3624.44	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	D	12/28/2024	89161.32	7430.11	3715.06	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
23.0	E	12/28/2024	91390.35	7615.86	3807.93	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	F	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
23.0	G	12/28/2024	96016.99	8001.42	4000.71	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	H	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
23.0	I	12/28/2024	100877.84	8406.49	4203.24	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	J	12/28/2024	103399.79	8616.65	4308.32	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	K	12/28/2024	105984.79	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
23.0	L	12/28/2024	108634.41	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
23.0	M	12/28/2024	111350.27	9279.19	4639.59	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
23.0	N	12/28/2024	114134.02	9511.17	4755.58	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	O	12/28/2024	116987.37	9748.95	4874.47	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	P	12/28/2024	119912.06	9992.67	4996.34	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	Q	12/28/2024	122909.86	10242.49	5121.24	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	R	12/28/2024	125982.60	10498.55	5249.28	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	S	12/28/2024	129132.17	10761.01	5380.51	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	T	12/28/2024	132360.47	11030.04	5515.02	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
23.0	U	12/28/2024	135669.49	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
23.0	V	12/28/2024	139061.22	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
23.0	W	12/28/2024	142537.75	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
23.0	X	12/28/2024	146101.20	12175.10	6087.55	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	Y	12/28/2024	149753.73	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
23.0	Z	12/28/2024	153497.57	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94

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

23.0	01	12/28/2024	157335.01	13111.25	6555.63	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	02	12/28/2024	161268.39	13439.03	6719.52	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	03	12/28/2024	165300.10	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
23.0	04	12/28/2024	169432.60	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
23.0	05	12/28/2024	173668.42	14472.37	7236.18	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	06	12/28/2024	178010.13	14834.18	7417.09	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	07	12/28/2024	182460.38	15205.03	7602.52	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	08	12/28/2024	187021.89	15585.16	7792.58	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	09	12/28/2024	191697.44	15974.79	7987.39	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	10	12/28/2024	196489.88	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
23.0	11	12/28/2024	201402.13	16783.51	8391.76	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
23.0	12	12/28/2024	206437.18	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
23.0	13	12/28/2024	211598.11	17633.18	8816.59	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	14	12/28/2024	216888.06	18074.01	9037.00	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	15	12/28/2024	222310.26	18525.86	9262.93	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	16	12/28/2024	227868.02	18989.00	9494.50	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	17	12/28/2024	233564.72	19463.73	9731.86	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
23.0	18	12/28/2024	239403.84	19950.32	9975.16	9208.00	9207.52	4604.00	4603.76	920.80	1973.04	115.10	82.21	172.65	123.32	122.19	125.19
23.0	19	12/28/2024	245388.94	20449.08	10224.54	9438.40	9438.24	4719.20	4719.12	943.84	2022.48	117.98	84.27	176.97	126.41	125.19	128.28
23.0	20	12/28/2024	251523.66	20960.31	10480.15	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43
23.0	21	12/28/2024	257811.75	21484.31	10742.16	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67
23.0	22	12/28/2024	264257.04	22021.42	11010.71	10164.00	10164.00	5082.00	5082.00	1016.40	2178.00	127.05	90.75	190.58	136.13	134.67	138.00
23.0	23	12/28/2024	270863.47	22571.96	11285.98	10417.60	10418.24	5208.80	5209.12	1041.76	2232.48	130.22	93.02	195.33	139.53	138.00	141.41
23.0	24	12/28/2024	277635.06	23136.26	11568.13	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	91390.35	7615.86	3807.93	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	144.89	48.95
24.0	B	12/28/2024	93675.11	7806.26	3903.13	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
24.0	C	12/28/2024	96016.99	8001.42	4000.71	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	D	12/28/2024	98417.41	8201.45	4100.73	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
24.0	E	12/28/2024	100877.84	8406.49	4203.24	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	F	12/28/2024	103399.79	8616.65	4308.32	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	G	12/28/2024	105984.79	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
24.0	H	12/28/2024	108634.41	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
24.0	I	12/28/2024	111350.27	9279.19	4639.59	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
24.0	J	12/28/2024	114134.02	9511.17	4755.58	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	K	12/28/2024	116987.37	9748.95	4874.47	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	L	12/28/2024	119912.06	9992.67	4996.34	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	M	12/28/2024	122909.86	10242.49	5121.24	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	N	12/28/2024	125982.60	10498.55	5249.28	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	O	12/28/2024	129132.17	10761.01	5380.51	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	P	12/28/2024	132360.47	11030.04	5515.02	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	Q	12/28/2024	135669.49	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
24.0	R	12/28/2024	139061.22	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
24.0	S	12/28/2024	142537.75	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
24.0	T	12/28/2024	146101.20	12175.10	6087.55	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
24.0	U	12/28/2024	149753.73	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
24.0	V	12/28/2024	153497.57	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
24.0	W	12/28/2024	157335.01	13111.25	6555.63	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	X	12/28/2024	161268.39	13439.03	6719.52	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	Y	12/28/2024	165300.10	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
24.0	Z	12/28/2024	169432.60	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
							*** Incentive Steps Beyond Step T. ***										
24.0	01	12/28/2024	173668.42	14472.37	7236.18	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	02	12/28/2024	178010.13	14834.18	7417.09	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	03	12/28/2024	182460.38	15205.03	7602.52	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	04	12/28/2024	187021.89	15585.16	7792.58	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	05	12/28/2024	191697.44	15974.79	7987.39	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	06	12/28/2024	196489.88	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
24.0	07	12/28/2024	201402.13	16783.51	8391.76	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
24.0	08	12/28/2024	206437.18	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
24.0	09	12/28/2024	211598.11	17633.18	8816.59	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	10	12/28/2024	216888.06	18074.01	9037.00	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	11	12/28/2024	222310.26	18525.86	9262.93	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	12	12/28/2024	227868.02	18989.00	9494.50	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	13	12/28/2024	233564.72	19463.73	9731.86	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
24.0	14	12/28/2024	239403.84	19950.32	9975.16	9208.00	9207.52	4604.00	4603.76	920.80	1973.04	115.10	82.21	172.65	123.32	122.19	125.19
24.0	15	12/28/2024	245388.94	20449.08	10224.54	9438.40	9438.24	4719.20	4719.12	943.84	2022.48	117.98	84.27	176.97	126.41	125.19	128.28
24.0	16	12/28/2024	251523.66	20960.31	10480.15	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43
24.0	17	12/28/2024	257811.75	21484.31	10742.16	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67
24.0	18	12/28/2024	264257.04	22021.42	11010.71	10164.00	10164.00	5082.00	5082.00	1016.40	2178.00	127.05	90.75	190.58	136.13	134.67	138.00
24.0	19	12/28/2024	270863.47	22571.96	11285.98	10417.60	10418.24	5208.80	5209.12	1041.76	2232.48	130.22	93.02	195.33	139.53	138.00	141.41
24.0	20	12/28/2024	277635.06	23136.26	11568.13	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89
24.0	21	12/28/2024	284575.94	23714.66	11857.33	10945.60	10945.76	5472.80	5472.88	1094.56	2345.52	136.82	97.73	205.23	146.60	144.89	148.47
24.0	22	12/28/2024	291690.34	24307.53	12153.76	11219.20	11219.04	5609.60	5609.52	1121.92	2404.08	140.24	100.17	210.36	150.26	148.47	152.13
24.0	23	12/28/2024	298982.60	24915.22	12457.61	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.13	155.88
24.0	24	12/28/2024	306457.17	25538.10	12769.05	11787.20	11786.88	5893.60	5893.44	1178.72	2525.76	147.34	105.24	221.01	157.86	155.88	159.74

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	100877.85	8406.49	4203.24	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	159.74	53.84
25.0	B	12/28/2024	103399.79	8616.65	4308.32	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	C	12/28/2024	105984.79	8832.07	4416.03	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48
25.0	D	12/28/2024	108634.41	9052.87	4526.43	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
25.0	E	12/28/2024	111350.27	9279.19	4639.59	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24
25.0	F	12/28/2024	114134.02	9511.17	4755.58	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	G	12/28/2024	116987.37	9748.95	4874.47	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	H	12/28/2024	119912.06	9992.67	4996.34	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	I	12/28/2024	122909.86	10242.49	5121.24	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	J	12/28/2024	125982.61	10498.55	5249.28	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	K	12/28/2024	129132.17	10761.01	5380.51	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	L	12/28/2024	132360.47	11030.04	5515.02	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	M	12/28/2024	135669.49	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
25.0	N	12/28/2024	139061.22	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
25.0	O	12/28/2024	142537.75	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
25.0	P	12/28/2024	146101.20	12175.10	6087.55	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	Q	12/28/2024	149753.73	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
25.0	R	12/28/2024	153497.57	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
25.0	S	12/28/2024	157335.01	13111.25	6555.63	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	T	12/28/2024	161268.39	13439.03	6719.52	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
25.0	U	12/28/2024	165300.10	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
25.0	V	12/28/2024	169432.60	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
25.0	W	12/28/2024	173668.41	14472.37	7236.18	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	X	12/28/2024	178010.12	14834.18	7417.09	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	Y	12/28/2024	182460.38	15205.03	7602.52	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	Z	12/28/2024	187021.89	15585.16	7792.58	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21

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

25.0	01	12/28/2024	191697.44	15974.79	7987.39	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	02	12/28/2024	196489.88	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
25.0	03	12/28/2024	201402.13	16783.51	8391.76	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
25.0	04	12/28/2024	206437.18	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
25.0	05	12/28/2024	211598.11	17633.18	8816.59	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	06	12/28/2024	216888.06	18074.01	9037.00	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	07	12/28/2024	222310.26	18525.86	9262.93	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	08	12/28/2024	227868.02	18989.00	9494.50	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	09	12/28/2024	233564.72	19463.73	9731.86	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
25.0	10	12/28/2024	239403.84	19950.32	9975.16	9208.00	9207.52	4604.00	4603.76	920.80	1973.04	115.10	82.21	172.65	123.32	122.19	125.19
25.0	11	12/28/2024	245388.94	20449.08	10224.54	9438.40	9438.24	4719.20	4719.12	943.84	2022.48	117.98	84.27	176.97	126.41	125.19	128.28
25.0	12	12/28/2024	251523.66	20960.31	10480.15	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43
25.0	13	12/28/2024	257811.75	21484.31	10742.16	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67
25.0	14	12/28/2024	264257.04	22021.42	11010.71	10164.00	10164.00	5082.00	5082.00	1016.40	2178.00	127.05	90.75	190.58	136.13	134.67	138.00
25.0	15	12/28/2024	270863.47	22571.96	11285.98	10417.60	10418.24	5208.80	5209.12	1041.76	2232.48	130.22	93.02	195.33	139.53	138.00	141.41
25.0	16	12/28/2024	277635.06	23136.26	11568.13	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89
25.0	17	12/28/2024	284575.94	23714.66	11857.33	10945.60	10945.76	5472.80	5472.88	1094.56	2345.52	136.82	97.73	205.23	146.60	144.89	148.47
25.0	18	12/28/2024	291690.34	24307.53	12153.76	11219.20	11219.04	5609.60	5609.52	1121.92	2404.08	140.24	100.17	210.36	150.26	148.47	152.13
25.0	19	12/28/2024	298982.60	24915.22	12457.61	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.13	155.88
25.0	20	12/28/2024	306457.17	25538.10	12769.05	11787.20	11786.88	5893.60	5893.44	1178.72	2525.76	147.34	105.24	221.01	157.86	155.88	159.74
25.0	21	12/28/2024	314118.60	26176.55	13088.28	12081.60	12081.44	6040.80	6040.72	1208.16	2588.88	151.02	107.87	226.53	161.81	159.74	163.68
25.0	22	12/28/2024	321971.57	26830.96	13415.48	12383.20	12383.84	6191.60	6191.92	1238.32	2653.68	154.79	110.57	232.19	165.86	163.68	167.73
25.0	23	12/28/2024	330020.86	27501.74	13750.87	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.73	171.87
25.0	24	12/28/2024	338271.38	28189.28	14094.64	13010.40	13009.92	6505.20	6504.96	1301.04	2787.84	162.63	116.16	243.95	174.24	171.87	176.12

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	111350.27	9279.19	4639.59	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	176.12	59.24
26.0	B	12/28/2024	114134.02	9511.17	4755.58	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	C	12/28/2024	116987.37	9748.95	4874.47	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	D	12/28/2024	119912.06	9992.67	4996.34	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	E	12/28/2024	122909.86	10242.49	5121.24	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	F	12/28/2024	125982.61	10498.55	5249.28	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	G	12/28/2024	129132.17	10761.01	5380.51	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	H	12/28/2024	132360.47	11030.04	5515.02	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	I	12/28/2024	135669.49	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
26.0	J	12/28/2024	139061.22	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
26.0	K	12/28/2024	142537.75	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
26.0	L	12/28/2024	146101.20	12175.10	6087.55	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	M	12/28/2024	149753.73	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
26.0	N	12/28/2024	153497.57	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
26.0	O	12/28/2024	157335.01	13111.25	6555.63	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	P	12/28/2024	161268.39	13439.03	6719.52	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	Q	12/28/2024	165300.10	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
26.0	R	12/28/2024	169432.60	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
26.0	S	12/28/2024	173668.41	14472.37	7236.18	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	T	12/28/2024	178010.12	14834.18	7417.09	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
26.0	U	12/28/2024	182460.38	15205.03	7602.52	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	V	12/28/2024	187021.89	15585.16	7792.58	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	W	12/28/2024	191697.43	15974.79	7987.39	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	X	12/28/2024	196489.87	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
26.0	Y	12/28/2024	201402.12	16783.51	8391.76	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
26.0	Z	12/28/2024	206437.17	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21

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

26.0	01	12/28/2024	211598.10	17633.18	8816.59	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	02	12/28/2024	216888.05	18074.00	9037.00	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	03	12/28/2024	222310.25	18525.85	9262.93	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	04	12/28/2024	227868.01	18989.00	9494.50	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	05	12/28/2024	233564.71	19463.73	9731.86	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
26.0	06	12/28/2024	239403.83	19950.32	9975.16	9208.00	9207.52	4604.00	4603.76	920.80	1973.04	115.10	82.21	172.65	123.32	122.19	125.19
26.0	07	12/28/2024	245388.93	20449.08	10224.54	9438.40	9438.24	4719.20	4719.12	943.84	2022.48	117.98	84.27	176.97	126.41	125.19	128.28
26.0	08	12/28/2024	251523.65	20960.30	10480.15	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43
26.0	09	12/28/2024	257811.74	21484.31	10742.16	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67
26.0	10	12/28/2024	264257.03	22021.42	11010.71	10164.00	10164.00	5082.00	5082.00	1016.40	2178.00	127.05	90.75	190.58	136.13	134.67	138.00
26.0	11	12/28/2024	270863.46	22571.96	11285.98	10417.60	10418.24	5208.80	5209.12	1041.76	2232.48	130.22	93.02	195.33	139.53	138.00	141.41
26.0	12	12/28/2024	277635.05	23136.25	11568.13	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89
26.0	13	12/28/2024	284575.93	23714.66	11857.33	10945.60	10945.76	5472.80	5472.88	1094.56	2345.52	136.82	97.73	205.23	146.60	144.89	148.47
26.0	14	12/28/2024	291690.33	24307.53	12153.76	11219.20	11219.04	5609.60	5609.52	1121.92	2404.08	140.24	100.17	210.36	150.26	148.47	152.13
26.0	15	12/28/2024	298982.59	24915.22	12457.61	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.13	155.88
26.0	16	12/28/2024	306457.15	25538.10	12769.05	11787.20	11786.88	5893.60	5893.44	1178.72	2525.76	147.34	105.24	221.01	157.86	155.88	159.74
26.0	17	12/28/2024	314118.58	26176.55	13088.27	12081.60	12081.44	6040.80	6040.72	1208.16	2588.88	151.02	107.87	226.53	161.81	159.74	163.68
26.0	18	12/28/2024	321971.54	26830.96	13415.48	12383.20	12383.84	6191.60	6191.92	1238.32	2653.68	154.79	110.57	232.19	165.86	163.68	167.73
26.0	19	12/28/2024	330020.83	27501.74	13750.87	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.73	171.87
26.0	20	12/28/2024	338271.35	28189.28	14094.64	13010.40	13009.92	6505.20	6504.96	1301.04	2787.84	162.63	116.16	243.95	174.24	171.87	176.12
26.0	21	12/28/2024	346728.13	28894.01	14447.01	13336.00	13335.84	6668.00	6667.92	1333.60	2857.68	166.70	119.07	250.05	178.61	176.12	180.48
26.0	22	12/28/2024	355396.33	29616.36	14808.18	13668.80	13669.60	6834.40	6834.80	1366.88	2929.20	170.86	122.05	256.29	183.08	180.48	184.95
26.0	23	12/28/2024	364281.24	30356.77	15178.39	14011.20	14011.20	7005.60	7005.60	1401.12	3002.40	175.14	125.10	262.71	187.65	184.95	189.53
26.0	24	12/28/2024	373388.27	31115.69	15557.84	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.53	194.21

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	122909.86	10242.49	5121.24	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	194.21	65.19
27.0	B	12/28/2024	125982.61	10498.55	5249.28	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	C	12/28/2024	129132.17	10761.01	5380.51	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	D	12/28/2024	132360.47	11030.04	5515.02	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	E	12/28/2024	135669.49	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76
27.0	F	12/28/2024	139061.22	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
27.0	G	12/28/2024	142537.75	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
27.0	H	12/28/2024	146101.20	12175.10	6087.55	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	I	12/28/2024	149753.73	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
27.0	J	12/28/2024	153497.57	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
27.0	K	12/28/2024	157335.01	13111.25	6555.63	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	L	12/28/2024	161268.39	13439.03	6719.52	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	M	12/28/2024	165300.10	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
27.0	N	12/28/2024	169432.60	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
27.0	O	12/28/2024	173668.41	14472.37	7236.18	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	P	12/28/2024	178010.12	14834.18	7417.09	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	Q	12/28/2024	182460.38	15205.03	7602.52	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	R	12/28/2024	187021.89	15585.16	7792.58	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	S	12/28/2024	191697.43	15974.79	7987.39	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	T	12/28/2024	196489.87	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
27.0	U	12/28/2024	201402.12	16783.51	8391.76	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
27.0	V	12/28/2024	206437.17	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
27.0	W	12/28/2024	211598.10	17633.18	8816.59	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	X	12/28/2024	216888.05	18074.00	9037.00	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	Y	12/28/2024	222310.25	18525.85	9262.93	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	Z	12/28/2024	227868.01	18989.00	9494.50	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25

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

27.0	01	12/28/2024	233564.71	19463.73	9731.86	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
27.0	02	12/28/2024	239403.83	19950.32	9975.16	9208.00	9207.52	4604.00	4603.76	920.80	1973.04	115.10	82.21	172.65	123.32	122.19	125.19
27.0	03	12/28/2024	245388.93	20449.08	10224.54	9438.40	9438.24	4719.20	4719.12	943.84	2022.48	117.98	84.27	176.97	126.41	125.19	128.28
27.0	04	12/28/2024	251523.65	20960.30	10480.15	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43
27.0	05	12/28/2024	257811.74	21484.31	10742.16	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67
27.0	06	12/28/2024	264257.03	22021.42	11010.71	10164.00	10164.00	5082.00	5082.00	1016.40	2178.00	127.05	90.75	190.58	136.13	134.67	138.00
27.0	07	12/28/2024	270863.46	22571.96	11285.98	10417.60	10418.24	5208.80	5209.12	1041.76	2232.48	130.22	93.02	195.33	139.53	138.00	141.41
27.0	08	12/28/2024	277635.05	23136.25	11568.13	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89
27.0	09	12/28/2024	284575.93	23714.66	11857.33	10945.60	10945.76	5472.80	5472.88	1094.56	2345.52	136.82	97.73	205.23	146.60	144.89	148.47
27.0	10	12/28/2024	291690.33	24307.53	12153.76	11219.20	11219.04	5609.60	5609.52	1121.92	2404.08	140.24	100.17	210.36	150.26	148.47	152.13
27.0	11	12/28/2024	298982.59	24915.22	12457.61	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.13	155.88
27.0	12	12/28/2024	306457.15	25538.10	12769.05	11787.20	11786.88	5893.60	5893.44	1178.72	2525.76	147.34	105.24	221.01	157.86	155.88	159.74
27.0	13	12/28/2024	314118.58	26176.55	13088.27	12081.60	12081.44	6040.80	6040.72	1208.16	2588.88	151.02	107.87	226.53	161.81	159.74	163.68
27.0	14	12/28/2024	321971.54	26830.96	13415.48	12383.20	12383.84	6191.60	6191.92	1238.32	2653.68	154.79	110.57	232.19	165.86	163.68	167.73
27.0	15	12/28/2024	330020.83	27501.74	13750.87	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.73	171.87
27.0	16	12/28/2024	338271.35	28189.28	14094.64	13010.40	13009.92	6505.20	6504.96	1301.04	2787.84	162.63	116.16	243.95	174.24	171.87	176.12
27.0	17	12/28/2024	346728.13	28894.01	14447.01	13336.00	13335.84	6668.00	6667.92	1333.60	2857.68	166.70	119.07	250.05	178.61	176.12	180.48
27.0	18	12/28/2024	355396.33	29616.36	14808.18	13668.80	13669.60	6834.40	6834.80	1366.88	2929.20	170.86	122.05	256.29	183.08	180.48	184.95
27.0	19	12/28/2024	364281.24	30356.77	15178.39	14011.20	14011.20	7005.60	7005.60	1401.12	3002.40	175.14	125.10	262.71	187.65	184.95	189.53
27.0	20	12/28/2024	373388.27	31115.69	15557.84	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.53	194.21
27.0	21	12/28/2024	382722.98	31893.58	15946.79	14720.00	14720.16	7360.00	7360.08	1472.00	3154.32	184.00	131.43	276.00	197.15	194.21	199.02
27.0	22	12/28/2024	392291.05	32690.92	16345.46	15088.00	15088.64	7544.00	7544.32	1508.80	3233.28	188.60	134.72	282.90	202.08	199.02	203.96
27.0	23	12/28/2024	402098.33	33508.19	16754.10	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.96	209.00
27.0	24	12/28/2024	412150.79	34345.90	17172.95	15852.00	15852.48	7926.00	7926.24	1585.20	3396.96	198.15	141.54	297.23	212.31	209.00	214.19

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	135669.49	11305.79	5652.90	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	214.19	71.76
28.0	B	12/28/2024	139061.22	11588.44	5794.22	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
28.0	C	12/28/2024	142537.75	11878.15	5939.07	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30
28.0	D	12/28/2024	146101.20	12175.10	6087.55	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	E	12/28/2024	149753.73	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02
28.0	F	12/28/2024	153497.57	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
28.0	G	12/28/2024	157335.01	13111.25	6555.63	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	H	12/28/2024	161268.39	13439.03	6719.52	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	I	12/28/2024	165300.10	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
28.0	J	12/28/2024	169432.60	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
28.0	K	12/28/2024	173668.41	14472.37	7236.18	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	L	12/28/2024	178010.12	14834.18	7417.09	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	M	12/28/2024	182460.38	15205.03	7602.52	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	N	12/28/2024	187021.89	15585.16	7792.58	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	O	12/28/2024	191697.43	15974.79	7987.39	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	P	12/28/2024	196489.87	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
28.0	Q	12/28/2024	201402.12	16783.51	8391.76	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
28.0	R	12/28/2024	206437.17	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
28.0	S	12/28/2024	211598.10	17633.18	8816.59	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	T	12/28/2024	216888.05	18074.00	9037.00	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
28.0	U	12/28/2024	222310.25	18525.85	9262.93	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	V	12/28/2024	227868.01	18989.00	9494.50	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	W	12/28/2024	233564.71	19463.73	9731.86	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
28.0	X	12/28/2024	239403.83	19950.32	9975.16	9208.00	9207.52	4604.00	4603.76	920.80	1973.04	115.10	82.21	172.65	123.32	122.19	125.19
28.0	Y	12/28/2024	245388.92	20449.08	10224.54	9438.40	9438.24	4719.20	4719.12	943.84	2022.48	117.98	84.27	176.97	126.41	125.19	128.28
28.0	Z	12/28/2024	251523.64	20960.30	10480.15	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43

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

28.0	01	12/28/2024	257811.73	21484.31	10742.16	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67
28.0	02	12/28/2024	264257.02	22021.42	11010.71	10164.00	10164.00	5082.00	5082.00	1016.40	2178.00	127.05	90.75	190.58	136.13	134.67	138.00
28.0	03	12/28/2024	270863.45	22571.95	11285.98	10417.60	10418.24	5208.80	5209.12	1041.76	2232.48	130.22	93.02	195.33	139.53	138.00	141.41
28.0	04	12/28/2024	277635.04	23136.25	11568.13	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89
28.0	05	12/28/2024	284575.92	23714.66	11857.33	10945.60	10945.76	5472.80	5472.88	1094.56	2345.52	136.82	97.73	205.23	146.60	144.89	148.47
28.0	06	12/28/2024	291690.32	24307.53	12153.76	11219.20	11219.04	5609.60	5609.52	1121.92	2404.08	140.24	100.17	210.36	150.26	148.47	152.13
28.0	07	12/28/2024	298982.58	24915.22	12457.61	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.13	155.88
28.0	08	12/28/2024	306457.14	25538.10	12769.05	11787.20	11786.88	5893.60	5893.44	1178.72	2525.76	147.34	105.24	221.01	157.86	155.88	159.74
28.0	09	12/28/2024	314118.57	26176.55	13088.27	12081.60	12081.44	6040.80	6040.72	1208.16	2588.88	151.02	107.87	226.53	161.81	159.74	163.68
28.0	10	12/28/2024	321971.53	26830.96	13415.48	12383.20	12383.84	6191.60	6191.92	1238.32	2653.68	154.79	110.57	232.19	165.86	163.68	167.73
28.0	11	12/28/2024	330020.82	27501.74	13750.87	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.73	171.87
28.0	12	12/28/2024	338271.34	28189.28	14094.64	13010.40	13009.92	6505.20	6504.96	1301.04	2787.84	162.63	116.16	243.95	174.24	171.87	176.12
28.0	13	12/28/2024	346728.12	28894.01	14447.01	13336.00	13335.84	6668.00	6667.92	1333.60	2857.68	166.70	119.07	250.05	178.61	176.12	180.48
28.0	14	12/28/2024	355396.32	29616.36	14808.18	13668.80	13669.60	6834.40	6834.80	1366.88	2929.20	170.86	122.05	256.29	183.08	180.48	184.95
28.0	15	12/28/2024	364281.23	30356.77	15178.38	14011.20	14011.20	7005.60	7005.60	1401.12	3002.40	175.14	125.10	262.71	187.65	184.95	189.53
28.0	16	12/28/2024	373388.26	31115.69	15557.84	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.53	194.21
28.0	17	12/28/2024	382722.97	31893.58	15946.79	14720.00	14720.16	7360.00	7360.08	1472.00	3154.32	184.00	131.43	276.00	197.15	194.21	199.02
28.0	18	12/28/2024	392291.04	32690.92	16345.46	15088.00	15088.64	7544.00	7544.32	1508.80	3233.28	188.60	134.72	282.90	202.08	199.02	203.96
28.0	19	12/28/2024	402098.32	33508.19	16754.10	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.96	209.00
28.0	20	12/28/2024	412150.78	34345.90	17172.95	15852.00	15852.48	7926.00	7926.24	1585.20	3396.96	198.15	141.54	297.23	212.31	209.00	214.19
28.0	21	12/28/2024	422454.55	35204.55	17602.27	16248.00	16247.84	8124.00	8123.92	1624.80	3481.68	203.10	145.07	304.65	217.61	214.19	219.48
28.0	22	12/28/2024	433015.91	36084.66	18042.33	16654.40	16654.40	8327.20	8327.20	1665.44	3568.80	208.18	148.70	312.27	223.05	219.48	224.93
28.0	23	12/28/2024	443841.31	36986.78	18493.39	17071.20	17071.04	8535.60	8535.52	1707.12	3658.08	213.39	152.42	320.09	228.63	224.93	230.51
28.0	24	12/28/2024	454937.34	37911.45	18955.72	17497.60	17497.76	8748.80	8748.88	1749.76	3749.52	218.72	156.23	328.08	234.35	230.51	236.22

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	149753.73	12479.48	6239.74	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	236.22	79.02
29.0	B	12/28/2024	153497.57	12791.46	6395.73	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
29.0	C	12/28/2024	157335.01	13111.25	6555.63	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	D	12/28/2024	161268.39	13439.03	6719.52	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	E	12/28/2024	165300.10	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	84.95	87.03
29.0	F	12/28/2024	169432.60	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
29.0	G	12/28/2024	173668.41	14472.37	7236.18	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	H	12/28/2024	178010.12	14834.18	7417.09	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	I	12/28/2024	182460.38	15205.03	7602.52	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	J	12/28/2024	187021.89	15585.16	7792.58	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	K	12/28/2024	191697.43	15974.79	7987.39	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	L	12/28/2024	196489.87	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
29.0	M	12/28/2024	201402.12	16783.51	8391.76	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
29.0	N	12/28/2024	206437.17	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
29.0	O	12/28/2024	211598.10	17633.18	8816.59	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	P	12/28/2024	216888.05	18074.00	9037.00	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	Q	12/28/2024	222310.25	18525.85	9262.93	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	R	12/28/2024	227868.01	18989.00	9494.50	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	S	12/28/2024	233564.71	19463.73	9731.86	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
29.0	T	12/28/2024	239403.82	19950.32	9975.16	9208.00	9207.52	4604.00	4603.76	920.80	1973.04	115.10	82.21	172.65	123.32	122.19	125.19
29.0	U	12/28/2024	245388.92	20449.08	10224.54	9438.40	9438.24	4719.20	4719.12	943.84	2022.48	117.98	84.27	176.97	126.41	125.19	128.28
29.0	V	12/28/2024	251523.64	20960.30	10480.15	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43
29.0	W	12/28/2024	257811.73	21484.31	10742.16	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67
29.0	X	12/28/2024	264257.03	22021.42	11010.71	10164.00	10164.00	5082.00	5082.00	1016.40	2178.00	127.05	90.75	190.58	136.13	134.67	138.00
29.0	Y	12/28/2024	270863.45	22571.95	11285.98	10417.60	10418.24	5208.80	5209.12	1041.76	2232.48	130.22	93.02	195.33	139.53	138.00	141.41
29.0	Z	12/28/2024	277635.04	23136.25	11568.13	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89

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

29.0	01	12/28/2024	284575.92	23714.66	11857.33	10945.60	10945.76	5472.80	5472.88	1094.56	2345.52	136.82	97.73	205.23	146.60	144.89	148.47
29.0	02	12/28/2024	291690.32	24307.53	12153.76	11219.20	11219.04	5609.60	5609.52	1121.92	2404.08	140.24	100.17	210.36	150.26	148.47	152.13
29.0	03	12/28/2024	298982.58	24915.22	12457.61	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.13	155.88
29.0	04	12/28/2024	306457.14	25538.10	12769.05	11787.20	11786.88	5893.60	5893.44	1178.72	2525.76	147.34	105.24	221.01	157.86	155.88	159.74
29.0	05	12/28/2024	314118.57	26176.55	13088.27	12081.60	12081.44	6040.80	6040.72	1208.16	2588.88	151.02	107.87	226.53	161.81	159.74	163.68
29.0	06	12/28/2024	321971.53	26830.96	13415.48	12383.20	12383.84	6191.60	6191.92	1238.32	2653.68	154.79	110.57	232.19	165.86	163.68	167.73
29.0	07	12/28/2024	330020.82	27501.74	13750.87	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.73	171.87
29.0	08	12/28/2024	338271.34	28189.28	14094.64	13010.40	13009.92	6505.20	6504.96	1301.04	2787.84	162.63	116.16	243.95	174.24	171.87	176.12
29.0	09	12/28/2024	346728.12	28894.01	14447.01	13336.00	13335.84	6668.00	6667.92	1333.60	2857.68	166.70	119.07	250.05	178.61	176.12	180.48
29.0	10	12/28/2024	355396.32	29616.36	14808.18	13668.80	13669.60	6834.40	6834.80	1366.88	2929.20	170.86	122.05	256.29	183.08	180.48	184.95
29.0	11	12/28/2024	364281.23	30356.77	15178.38	14011.20	14011.20	7005.60	7005.60	1401.12	3002.40	175.14	125.10	262.71	187.65	184.95	189.53
29.0	12	12/28/2024	373388.26	31115.69	15557.84	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.53	194.21
29.0	13	12/28/2024	382722.97	31893.58	15946.79	14720.00	14720.16	7360.00	7360.08	1472.00	3154.32	184.00	131.43	276.00	197.15	194.21	199.02
29.0	14	12/28/2024	392291.04	32690.92	16345.46	15088.00	15088.64	7544.00	7544.32	1508.80	3233.28	188.60	134.72	282.90	202.08	199.02	203.96
29.0	15	12/28/2024	402098.32	33508.19	16754.10	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.96	209.00
29.0	16	12/28/2024	412150.78	34345.90	17172.95	15852.00	15852.48	7926.00	7926.24	1585.20	3396.96	198.15	141.54	297.23	212.31	209.00	214.19
29.0	17	12/28/2024	422454.55	35204.55	17602.27	16248.00	16247.84	8124.00	8123.92	1624.80	3481.68	203.10	145.07	304.65	217.61	214.19	219.48
29.0	18	12/28/2024	433015.91	36084.66	18042.33	16654.40	16654.40	8327.20	8327.20	1665.44	3568.80	208.18	148.70	312.27	223.05	219.48	224.93
29.0	19	12/28/2024	443841.31	36986.78	18493.39	17071.20	17071.04	8535.60	8535.52	1707.12	3658.08	213.39	152.42	320.09	228.63	224.93	230.51
29.0	20	12/28/2024	454937.34	37911.45	18955.72	17497.60	17497.76	8748.80	8748.88	1749.76	3749.52	218.72	156.23	328.08	234.35	230.51	236.22
29.0	21	12/28/2024	466310.77	38859.23	19429.62	17935.20	17934.56	8967.60	8967.28	1793.52	3843.12	224.19	160.13	336.29	240.20	236.22	242.07
29.0	22	12/28/2024	477968.54	39830.71	19915.36	18383.20	18383.68	9191.60	9191.84	1838.32	3939.36	229.79	164.14	344.69	246.21	242.07	248.09
29.0	23	12/28/2024	489917.75	40826.48	20413.24	18843.20	18842.88	9421.60	9421.44	1884.32	4037.76	235.54	168.24	353.31	252.36	248.09	254.24
29.0	24	12/28/2024	502165.69	41847.14	20923.57	19314.40	19314.40	9657.20	9657.20	1931.44	4138.80	241.43	172.45	362.15	258.68	254.24	260.55

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	165300.10	13775.01	6887.50	6357.60	6358.24	3178.80	3179.12	635.76	1362.48	79.47	56.77	119.21	85.16	260.55	87.03
30.0	B	12/28/2024	169432.60	14119.38	7059.69	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.03	89.15
30.0	C	12/28/2024	173668.41	14472.37	7236.18	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	D	12/28/2024	178010.12	14834.18	7417.09	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	E	12/28/2024	182460.38	15205.03	7602.52	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	F	12/28/2024	187021.89	15585.16	7792.58	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	G	12/28/2024	191697.43	15974.79	7987.39	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	H	12/28/2024	196489.87	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
30.0	I	12/28/2024	201402.12	16783.51	8391.76	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
30.0	J	12/28/2024	206437.17	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
30.0	K	12/28/2024	211598.10	17633.18	8816.59	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	L	12/28/2024	216888.05	18074.00	9037.00	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	M	12/28/2024	222310.25	18525.85	9262.93	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	N	12/28/2024	227868.01	18989.00	9494.50	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	O	12/28/2024	233564.71	19463.73	9731.86	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
30.0	P	12/28/2024	239403.82	19950.32	9975.16	9208.00	9207.52	4604.00	4603.76	920.80	1973.04	115.10	82.21	172.65	123.32	122.19	125.19
30.0	Q	12/28/2024	245388.92	20449.08	10224.54	9438.40	9438.24	4719.20	4719.12	943.84	2022.48	117.98	84.27	176.97	126.41	125.19	128.28
30.0	R	12/28/2024	251523.64	20960.30	10480.15	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43
30.0	S	12/28/2024	257811.73	21484.31	10742.16	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67
30.0	T	12/28/2024	264257.03	22021.42	11010.71	10164.00	10164.00	5082.00	5082.00	1016.40	2178.00	127.05	90.75	190.58	136.13	134.67	138.00
30.0	U	12/28/2024	270863.45	22571.95	11285.98	10417.60	10418.24	5208.80	5209.12	1041.76	2232.48	130.22	93.02	195.33	139.53	138.00	141.41
30.0	V	12/28/2024	277635.04	23136.25	11568.13	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89
30.0	W	12/28/2024	284575.92	23714.66	11857.33	10945.60	10945.76	5472.80	5472.88	1094.56	2345.52	136.82	97.73	205.23	146.60	144.89	148.47
30.0	X	12/28/2024	291690.31	24307.53	12153.76	11219.20	11219.04	5609.60	5609.52	1121.92	2404.08	140.24	100.17	210.36	150.26	148.47	152.13
30.0	Y	12/28/2024	298982.57	24915.21	12457.61	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.13	155.88
30.0	Z	12/28/2024	306457.14	25538.10	12769.05	11787.20	11786.88	5893.60	5893.44	1178.72	2525.76	147.34	105.24	221.01	157.86	155.88	159.74

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

30.0	01	12/28/2024	314118.57	26176.55	13088.27	12081.60	12081.44	6040.80	6040.72	1208.16	2588.88	151.02	107.87	226.53	161.81	159.74	163.68
30.0	02	12/28/2024	321971.53	26830.96	13415.48	12383.20	12383.84	6191.60	6191.92	1238.32	2653.68	154.79	110.57	232.19	165.86	163.68	167.73
30.0	03	12/28/2024	330020.82	27501.74	13750.87	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.73	171.87
30.0	04	12/28/2024	338271.34	28189.28	14094.64	13010.40	13009.92	6505.20	6504.96	1301.04	2787.84	162.63	116.16	243.95	174.24	171.87	176.12
30.0	05	12/28/2024	346728.12	28894.01	14447.01	13336.00	13335.84	6668.00	6667.92	1333.60	2857.68	166.70	119.07	250.05	178.61	176.12	180.48
30.0	06	12/28/2024	355396.32	29616.36	14808.18	13668.80	13669.60	6834.40	6834.80	1366.88	2929.20	170.86	122.05	256.29	183.08	180.48	184.95
30.0	07	12/28/2024	364281.23	30356.77	15178.38	14011.20	14011.20	7005.60	7005.60	1401.12	3002.40	175.14	125.10	262.71	187.65	184.95	189.53
30.0	08	12/28/2024	373388.26	31115.69	15557.84	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.53	194.21
30.0	09	12/28/2024	382722.97	31893.58	15946.79	14720.00	14720.16	7360.00	7360.08	1472.00	3154.32	184.00	131.43	276.00	197.15	194.21	199.02
30.0	10	12/28/2024	392291.04	32690.92	16345.46	15088.00	15088.64	7544.00	7544.32	1508.80	3233.28	188.60	134.72	282.90	202.08	199.02	203.96
30.0	11	12/28/2024	402098.32	33508.19	16754.10	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.96	209.00
30.0	12	12/28/2024	412150.78	34345.90	17172.95	15852.00	15852.48	7926.00	7926.24	1585.20	3396.96	198.15	141.54	297.23	212.31	209.00	214.19
30.0	13	12/28/2024	422454.55	35204.55	17602.27	16248.00	16247.84	8124.00	8123.92	1624.80	3481.68	203.10	145.07	304.65	217.61	214.19	219.48
30.0	14	12/28/2024	433015.91	36084.66	18042.33	16654.40	16654.40	8327.20	8327.20	1665.44	3568.80	208.18	148.70	312.27	223.05	219.48	224.93
30.0	15	12/28/2024	443841.31	36986.78	18493.39	17071.20	17071.04	8535.60	8535.52	1707.12	3658.08	213.39	152.42	320.09	228.63	224.93	230.51
30.0	16	12/28/2024	454937.34	37911.45	18955.72	17497.60	17497.76	8748.80	8748.88	1749.76	3749.52	218.72	156.23	328.08	234.35	230.51	236.22
30.0	17	12/28/2024	466310.77	38859.23	19429.62	17935.20	17934.56	8967.60	8967.28	1793.52	3843.12	224.19	160.13	336.29	240.20	236.22	242.07
30.0	18	12/28/2024	477968.54	39830.71	19915.36	18383.20	18383.68	9191.60	9191.84	1838.32	3939.36	229.79	164.14	344.69	246.21	242.07	248.09
30.0	19	12/28/2024	489917.75	40826.48	20413.24	18843.20	18842.88	9421.60	9421.44	1884.32	4037.76	235.54	168.24	353.31	252.36	248.09	254.24
30.0	20	12/28/2024	502165.69	41847.14	20923.57	19314.40	19314.40	9657.20	9657.20	1931.44	4138.80	241.43	172.45	362.15	258.68	254.24	260.55
30.0	21	12/28/2024	514719.83	42893.32	21446.66	19796.80	19797.12	9898.40	9898.56	1979.68	4242.24	247.46	176.76	371.19	265.14	260.55	267.02
30.0	22	12/28/2024	527587.83	43965.65	21982.83	20292.00	20292.16	10146.00	10146.08	2029.20	4348.32	253.65	181.18	380.48	271.77	267.02	273.65
30.0	23	12/28/2024	540777.53	45064.79	22532.40	20799.20	20799.52	10399.60	10399.76	2079.92	4457.04	259.99	185.71	389.99	278.57	273.65	280.44
30.0	24	12/28/2024	554296.97	46191.41	23095.71	21319.20	21319.20	10659.60	10659.60	2131.92	4568.40	266.49	190.35	399.74	285.53	280.44	287.40

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	182460.38	15205.03	7602.52	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	287.40	95.87
31.0	B	12/28/2024	187021.89	15585.16	7792.58	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	C	12/28/2024	191697.43	15974.79	7987.39	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	D	12/28/2024	196489.87	16374.16	8187.08	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
31.0	E	12/28/2024	201402.12	16783.51	8391.76	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62
31.0	F	12/28/2024	206437.17	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
31.0	G	12/28/2024	211598.10	17633.18	8816.59	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	H	12/28/2024	216888.05	18074.00	9037.00	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	I	12/28/2024	222310.25	18525.85	9262.93	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	J	12/28/2024	227868.01	18989.00	9494.50	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	K	12/28/2024	233564.71	19463.73	9731.86	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
31.0	L	12/28/2024	239403.82	19950.32	9975.16	9208.00	9207.52	4604.00	4603.76	920.80	1973.04	115.10	82.21	172.65	123.32	122.19	125.19
31.0	M	12/28/2024	245388.92	20449.08	10224.54	9438.40	9438.24	4719.20	4719.12	943.84	2022.48	117.98	84.27	176.97	126.41	125.19	128.28
31.0	N	12/28/2024	251523.64	20960.30	10480.15	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43
31.0	O	12/28/2024	257811.73	21484.31	10742.16	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67
31.0	P	12/28/2024	264257.03	22021.42	11010.71	10164.00	10164.00	5082.00	5082.00	1016.40	2178.00	127.05	90.75	190.58	136.13	134.67	138.00
31.0	Q	12/28/2024	270863.45	22571.95	11285.98	10417.60	10418.24	5208.80	5209.12	1041.76	2232.48	130.22	93.02	195.33	139.53	138.00	141.41
31.0	R	12/28/2024	277635.04	23136.25	11568.13	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89
31.0	S	12/28/2024	284575.92	23714.66	11857.33	10945.60	10945.76	5472.80	5472.88	1094.56	2345.52	136.82	97.73	205.23	146.60	144.89	148.47
31.0	T	12/28/2024	291690.31	24307.53	12153.76	11219.20	11219.04	5609.60	5609.52	1121.92	2404.08	140.24	100.17	210.36	150.26	148.47	152.13
31.0	U	12/28/2024	298982.57	24915.21	12457.61	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.13	155.88
31.0	V	12/28/2024	306457.14	25538.10	12769.05	11787.20	11786.88	5893.60	5893.44	1178.72	2525.76	147.34	105.24	221.01	157.86	155.88	159.74
31.0	W	12/28/2024	314118.56	26176.55	13088.27	12081.60	12081.44	6040.80	6040.72	1208.16	2588.88	151.02	107.87	226.53	161.81	159.74	163.68
31.0	X	12/28/2024	321971.53	26830.96	13415.48	12383.20	12383.84	6191.60	6191.92	1238.32	2653.68	154.79	110.57	232.19	165.86	163.68	167.73
31.0	Y	12/28/2024	330020.82	27501.74	13750.87	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.73	171.87
31.0	Z	12/28/2024	338271.34	28189.28	14094.64	13010.40	13009.92	6505.20	6504.96	1301.04	2787.84	162.63	116.16	243.95	174.24	171.87	176.12

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

31.0	01	12/28/2024	346728.12	28894.01	14447.01	13336.00	13335.84	6668.00	6667.92	1333.60	2857.68	166.70	119.07	250.05	178.61	176.12	180.48
31.0	02	12/28/2024	355396.32	29616.36	14808.18	13668.80	13669.60	6834.40	6834.80	1366.88	2929.20	170.86	122.05	256.29	183.08	180.48	184.95
31.0	03	12/28/2024	364281.23	30356.77	15178.38	14011.20	14011.20	7005.60	7005.60	1401.12	3002.40	175.14	125.10	262.71	187.65	184.95	189.53
31.0	04	12/28/2024	373388.26	31115.69	15557.84	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.53	194.21
31.0	05	12/28/2024	382722.97	31893.58	15946.79	14720.00	14720.16	7360.00	7360.08	1472.00	3154.32	184.00	131.43	276.00	197.15	194.21	199.02
31.0	06	12/28/2024	392291.04	32690.92	16345.46	15088.00	15088.64	7544.00	7544.32	1508.80	3233.28	188.60	134.72	282.90	202.08	199.02	203.96
31.0	07	12/28/2024	402098.32	33508.19	16754.10	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.96	209.00
31.0	08	12/28/2024	412150.78	34345.90	17172.95	15852.00	15852.48	7926.00	7926.24	1585.20	3396.96	198.15	141.54	297.23	212.31	209.00	214.19
31.0	09	12/28/2024	422454.55	35204.55	17602.27	16248.00	16247.84	8124.00	8123.92	1624.80	3481.68	203.10	145.07	304.65	217.61	214.19	219.48
31.0	10	12/28/2024	433015.91	36084.66	18042.33	16654.40	16654.40	8327.20	8327.20	1665.44	3568.80	208.18	148.70	312.27	223.05	219.48	224.93
31.0	11	12/28/2024	443841.31	36986.78	18493.39	17071.20	17071.04	8535.60	8535.52	1707.12	3658.08	213.39	152.42	320.09	228.63	224.93	230.51
31.0	12	12/28/2024	454937.34	37911.45	18955.72	17497.60	17497.76	8748.80	8748.88	1749.76	3749.52	218.72	156.23	328.08	234.35	230.51	236.22
31.0	13	12/28/2024	466310.77	38859.23	19429.62	17935.20	17934.56	8967.60	8967.28	1793.52	3843.12	224.19	160.13	336.29	240.20	236.22	242.07
31.0	14	12/28/2024	477968.54	39830.71	19915.36	18383.20	18383.68	9191.60	9191.84	1838.32	3939.36	229.79	164.14	344.69	246.21	242.07	248.09
31.0	15	12/28/2024	489917.75	40826.48	20413.24	18843.20	18842.88	9421.60	9421.44	1884.32	4037.76	235.54	168.24	353.31	252.36	248.09	254.24
31.0	16	12/28/2024	502165.69	41847.14	20923.57	19314.40	19314.40	9657.20	9657.20	1931.44	4138.80	241.43	172.45	362.15	258.68	254.24	260.55
31.0	17	12/28/2024	514719.83	42893.32	21446.66	19796.80	19797.12	9898.40	9898.56	1979.68	4242.24	247.46	176.76	371.19	265.14	260.55	267.02
31.0	18	12/28/2024	527587.83	43965.65	21982.83	20292.00	20292.16	10146.00	10146.08	2029.20	4348.32	253.65	181.18	380.48	271.77	267.02	273.65
31.0	19	12/28/2024	540777.53	45064.79	22532.40	20799.20	20799.52	10399.60	10399.76	2079.92	4457.04	259.99	185.71	389.99	278.57	273.65	280.44
31.0	20	12/28/2024	554296.97	46191.41	23095.71	21319.20	21319.20	10659.60	10659.60	2131.92	4568.40	266.49	190.35	399.74	285.53	280.44	287.40
31.0	21	12/28/2024	568154.39	47346.20	23673.10	21852.00	21852.32	10926.00	10926.16	2185.20	4682.64	273.15	195.11	409.73	292.67	287.40	294.54
31.0	22	12/28/2024	582358.25	48529.85	24264.93	22398.40	22398.88	11199.20	11199.44	2239.84	4799.76	279.98	199.99	419.97	299.99	294.54	301.86
31.0	23	12/28/2024	596917.21	49743.10	24871.55	22958.40	22958.88	11479.20	11479.44	2295.84	4919.76	286.98	204.99	430.47	307.49	301.86	309.36
31.0	24	12/28/2024	611840.14	50986.68	25493.34	23532.00	23532.32	11766.00	11766.16	2353.20	5042.64	294.15	210.11	441.23	315.17	309.36	317.04

Jurisdiction: 11 - MOBILE AREA WATER & SEWER SYSTEM AO - 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	12/28/2024	201402.12	16783.51	8391.76	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	317.04	105.62
32.0	B	12/28/2024	206437.17	17203.10	8601.55	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
32.0	C	12/28/2024	211598.10	17633.18	8816.59	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	D	12/28/2024	216888.05	18074.00	9037.00	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	E	12/28/2024	222310.25	18525.85	9262.93	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	F	12/28/2024	227868.01	18989.00	9494.50	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	G	12/28/2024	233564.71	19463.73	9731.86	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
32.0	H	12/28/2024	239403.82	19950.32	9975.16	9208.00	9207.52	4604.00	4603.76	920.80	1973.04	115.10	82.21	172.65	123.32	122.19	125.19
32.0	I	12/28/2024	245388.92	20449.08	10224.54	9438.40	9438.24	4719.20	4719.12	943.84	2022.48	117.98	84.27	176.97	126.41	125.19	128.28
32.0	J	12/28/2024	251523.64	20960.30	10480.15	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43
32.0	K	12/28/2024	257811.73	21484.31	10742.16	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67
32.0	L	12/28/2024	264257.03	22021.42	11010.71	10164.00	10164.00	5082.00	5082.00	1016.40	2178.00	127.05	90.75	190.58	136.13	134.67	138.00
32.0	M	12/28/2024	270863.45	22571.95	11285.98	10417.60	10418.24	5208.80	5209.12	1041.76	2232.48	130.22	93.02	195.33	139.53	138.00	141.41
32.0	N	12/28/2024	277635.04	23136.25	11568.13	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89
32.0	O	12/28/2024	284575.92	23714.66	11857.33	10945.60	10945.76	5472.80	5472.88	1094.56	2345.52	136.82	97.73	205.23	146.60	144.89	148.47
32.0	P	12/28/2024	291690.31	24307.53	12153.76	11219.20	11219.04	5609.60	5609.52	1121.92	2404.08	140.24	100.17	210.36	150.26	148.47	152.13
32.0	Q	12/28/2024	298982.57	24915.21	12457.61	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.13	155.88
32.0	R	12/28/2024	306457.14	25538.10	12769.05	11787.20	11786.88	5893.60	5893.44	1178.72	2525.76	147.34	105.24	221.01	157.86	155.88	159.74
32.0	S	12/28/2024	314118.56	26176.55	13088.27	12081.60	12081.44	6040.80	6040.72	1208.16	2588.88	151.02	107.87	226.53	161.81	159.74	163.68
32.0	T	12/28/2024	321971.53	26830.96	13415.48	12383.20	12383.84	6191.60	6191.92	1238.32	2653.68	154.79	110.57	232.19	165.86	163.68	167.73
32.0	U	12/28/2024	330020.82	27501.74	13750.87	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.73	171.87
32.0	V	12/28/2024	338271.34	28189.28	14094.64	13010.40	13009.92	6505.20	6504.96	1301.04	2787.84	162.63	116.16	243.95	174.24	171.87	176.12
32.0	W	12/28/2024	346728.12	28894.01	14447.01	13336.00	13335.84	6668.00	6667.92	1333.60	2857.68	166.70	119.07	250.05	178.61	176.12	180.48
32.0	X	12/28/2024	355396.32	29616.36	14808.18	13668.80	13669.60	6834.40	6834.80	1366.88	2929.20	170.86	122.05	256.29	183.08	180.48	184.95
32.0	Y	12/28/2024	364281.23	30356.77	15178.38	14011.20	14011.20	7005.60	7005.60	1401.12	3002.40	175.14	125.10	262.71	187.65	184.95	189.53
32.0	Z	12/28/2024	373388.26	31115.69	15557.84	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.53	194.21

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

32.0	01	12/28/2024	382722.97	31893.58	15946.79	14720.00	14720.16	7360.00	7360.08	1472.00	3154.32	184.00	131.43	276.00	197.15	194.21	199.02
32.0	02	12/28/2024	392291.04	32690.92	16345.46	15088.00	15088.64	7544.00	7544.32	1508.80	3233.28	188.60	134.72	282.90	202.08	199.02	203.96
32.0	03	12/28/2024	402098.32	33508.19	16754.10	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.96	209.00
32.0	04	12/28/2024	412150.78	34345.90	17172.95	15852.00	15852.48	7926.00	7926.24	1585.20	3396.96	198.15	141.54	297.23	212.31	209.00	214.19
32.0	05	12/28/2024	422454.55	35204.55	17602.27	16248.00	16247.84	8124.00	8123.92	1624.80	3481.68	203.10	145.07	304.65	217.61	214.19	219.48
32.0	06	12/28/2024	433015.91	36084.66	18042.33	16654.40	16654.40	8327.20	8327.20	1665.44	3568.80	208.18	148.70	312.27	223.05	219.48	224.93
32.0	07	12/28/2024	443841.31	36986.78	18493.39	17071.20	17071.04	8535.60	8535.52	1707.12	3658.08	213.39	152.42	320.09	228.63	224.93	230.51
32.0	08	12/28/2024	454937.34	37911.45	18955.72	17497.60	17497.76	8748.80	8748.88	1749.76	3749.52	218.72	156.23	328.08	234.35	230.51	236.22
32.0	09	12/28/2024	466310.77	38859.23	19429.62	17935.20	17934.56	8967.60	8967.28	1793.52	3843.12	224.19	160.13	336.29	240.20	236.22	242.07
32.0	10	12/28/2024	477968.54	39830.71	19915.36	18383.20	18383.68	9191.60	9191.84	1838.32	3939.36	229.79	164.14	344.69	246.21	242.07	248.09
32.0	11	12/28/2024	489917.75	40826.48	20413.24	18843.20	18842.88	9421.60	9421.44	1884.32	4037.76	235.54	168.24	353.31	252.36	248.09	254.24
32.0	12	12/28/2024	502165.69	41847.14	20923.57	19314.40	19314.40	9657.20	9657.20	1931.44	4138.80	241.43	172.45	362.15	258.68	254.24	260.55
32.0	13	12/28/2024	514719.83	42893.32	21446.66	19796.80	19797.12	9898.40	9898.56	1979.68	4242.24	247.46	176.76	371.19	265.14	260.55	267.02
32.0	14	12/28/2024	527587.83	43965.65	21982.83	20292.00	20292.16	10146.00	10146.08	2029.20	4348.32	253.65	181.18	380.48	271.77	267.02	273.65
32.0	15	12/28/2024	540777.53	45064.79	22532.40	20799.20	20799.52	10399.60	10399.76	2079.92	4457.04	259.99	185.71	389.99	278.57	273.65	280.44
32.0	16	12/28/2024	554296.97	46191.41	23095.71	21319.20	21319.20	10659.60	10659.60	2131.92	4568.40	266.49	190.35	399.74	285.53	280.44	287.40
32.0	17	12/28/2024	568154.39	47346.20	23673.10	21852.00	21852.32	10926.00	10926.16	2185.20	4682.64	273.15	195.11	409.73	292.67	287.40	294.54
32.0	18	12/28/2024	582358.25	48529.85	24264.93	22398.40	22398.88	11199.20	11199.44	2239.84	4799.76	279.98	199.99	419.97	299.99	294.54	301.86
32.0	19	12/28/2024	596917.21	49743.10	24871.55	22958.40	22958.88	11479.20	11479.44	2295.84	4919.76	286.98	204.99	430.47	307.49	301.86	309.36
32.0	20	12/28/2024	611840.14	50986.68	25493.34	23532.00	23532.32	11766.00	11766.16	2353.20	5042.64	294.15	210.11	441.23	315.17	309.36	317.04
32.0	21	12/28/2024	627136.14	52261.35	26130.67	24120.80	24120.32	12060.40	12060.16	2412.08	5168.64	301.51	215.36	452.27	323.04	317.04	324.92
32.0	22	12/28/2024	642814.54	53567.88	26783.94	24724.00	24724.00	12362.00	12362.00	2472.40	5298.00	309.05	220.75	463.58	331.13	324.92	333.00
32.0	23	12/28/2024	658884.90	54907.08	27453.54	25341.60	25342.24	12670.80	12671.12	2534.16	5430.48	316.77	226.27	475.16	339.41	333.00	341.28
32.0	24	12/28/2024	675357.02	56279.75	28139.88	25975.20	25975.04	12987.60	12987.52	2597.52	5566.08	324.69	231.92	487.04	347.88	341.28	349.76