Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 000

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

Monthly = Annual / 12
Semi-monthly = Annual / 24
Bi-weekly = Hourly x 80
FIRE Bi-weekly = FIRE Hourly x 112
Weekly = Hourly x 40
FIRE Weekly = FIRE Hourly x 56
Daily = Hourly x 8
FIRE Daily = FIRE Hourly x 24
Hourly = Annual / 2080
FIRE Hourly = Annual / 2912
Overtime = Hourly x 1.5
FIRE Overtime = FIRE Hourly x 1.5
Subsistence overtime = (Hourly + 0.63) x 1.5
FIRE Subsistence overtime - (Hourly + 1.25) x 1.5

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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
1.0	A	9/19/2026	24690.63	2057.55	1028.78	949.60	949.76	474.80	474.88	94.96	203.52	11.87	8.48	17.81	12.72		14.60
1.0	B	9/19/2026	25307.90	2108.99	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	C	9/19/2026	25940.60	2161.72	1080.86	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	D	9/19/2026	26589.11	2215.76	1107.88	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	E	9/19/2026	27253.84	2271.15	1135.58	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	F	9/19/2026	27935.19	2327.93	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	G	9/19/2026	28633.57	2386.13	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	H	9/19/2026	29349.41	2445.78	1222.89	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	I	9/19/2026	30083.14	2506.93	1253.46	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	J	9/19/2026	30835.22	2569.60	1284.80	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	K	9/19/2026	31606.10	2633.84	1316.92	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	L	9/19/2026	32396.25	2699.69	1349.84	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	M	9/19/2026	33206.16	2767.18	1383.59	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	N	9/19/2026	34036.31	2836.36	1418.18	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	O	9/19/2026	34887.22	2907.27	1453.63	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	P	9/19/2026	35759.40	2979.95	1489.98	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	Q	9/19/2026	36653.39	3054.45	1527.22	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	R	9/19/2026	37569.72	3130.81	1565.41	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	S	9/19/2026	38508.96	3209.08	1604.54	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	T	9/19/2026	39471.69	3289.31	1644.65	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	U	9/19/2026	40458.48	3371.54	1685.77	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	V	9/19/2026	41469.94	3455.83	1727.91	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	W	9/19/2026	42506.69	3542.22	1771.11	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	X	9/19/2026	43569.36	3630.78	1815.39	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	Y	9/19/2026	44658.59	3721.55	1860.77	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
1.0	Z	9/19/2026	45775.06	3814.59	1907.29	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
							*** Incentive Steps Beyond Step T. ***										
1.0	01	9/19/2026	46919.44	3909.95	1954.98	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	02	9/19/2026	48092.43	4007.70	2003.85	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	03	9/19/2026	49294.74	4107.90	2053.95	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	04	9/19/2026	50527.11	4210.59	2105.30	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	05	9/19/2026	51790.29	4315.86	2157.93	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	06	9/19/2026	53085.05	4423.75	2211.88	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	07	9/19/2026	54412.18	4534.35	2267.17	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	08	9/19/2026	55772.48	4647.71	2323.85	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	09	9/19/2026	57166.79	4763.90	2381.95	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	10	9/19/2026	58595.96	4883.00	2441.50	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	11	9/19/2026	60060.86	5005.07	2502.54	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	12	9/19/2026	61562.38	5130.20	2565.10	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	13	9/19/2026	63101.44	5258.45	2629.23	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	14	9/19/2026	64678.98	5389.92	2694.96	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	15	9/19/2026	66295.95	5524.66	2762.33	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	16	9/19/2026	67953.35	5662.78	2831.39	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	17	9/19/2026	69652.18	5804.35	2902.17	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	18	9/19/2026	71393.48	5949.46	2974.73	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	19	9/19/2026	73178.32	6098.19	3049.10	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	20	9/19/2026	75007.78	6250.65	3125.32	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	21	9/19/2026	76882.97	6406.91	3203.46	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	22	9/19/2026	78805.04	6567.09	3283.54	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	23	9/19/2026	80775.17	6731.26	3365.63	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
1.0	24	9/19/2026	82794.55	6899.55	3449.77	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
2.0	A	9/19/2026	25940.60	2161.72	1080.86	997.60	997.92	498.80	498.96	99.76	213.84	12.47	8.91	18.71	13.37	44.52	15.24
2.0	B	9/19/2026	26589.11	2215.76	1107.88	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	C	9/19/2026	27253.84	2271.15	1135.58	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	D	9/19/2026	27935.19	2327.93	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	E	9/19/2026	28633.57	2386.13	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	F	9/19/2026	29349.41	2445.78	1222.89	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	G	9/19/2026	30083.14	2506.93	1253.46	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	H	9/19/2026	30835.22	2569.60	1284.80	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	I	9/19/2026	31606.10	2633.84	1316.92	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	J	9/19/2026	32396.25	2699.69	1349.84	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	K	9/19/2026	33206.16	2767.18	1383.59	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	L	9/19/2026	34036.31	2836.36	1418.18	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	M	9/19/2026	34887.22	2907.27	1453.63	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	N	9/19/2026	35759.40	2979.95	1489.98	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	O	9/19/2026	36653.39	3054.45	1527.22	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	P	9/19/2026	37569.72	3130.81	1565.41	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	Q	9/19/2026	38508.96	3209.08	1604.54	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	R	9/19/2026	39471.69	3289.31	1644.65	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	S	9/19/2026	40458.48	3371.54	1685.77	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	T	9/19/2026	41469.94	3455.83	1727.91	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	U	9/19/2026	42506.69	3542.22	1771.11	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	V	9/19/2026	43569.36	3630.78	1815.39	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	W	9/19/2026	44658.59	3721.55	1860.77	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	X	9/19/2026	45775.06	3814.59	1907.29	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	Y	9/19/2026	46919.43	3909.95	1954.98	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
2.0	Z	9/19/2026	48092.42	4007.70	2003.85	1849.60	1850.24	924.80	925.12	184.96	396.48	23.12	16.52	34.68	24.78	26.04	26.66

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

2.0	01	9/19/2026	49294.73	4107.89	2053.95	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	02	9/19/2026	50527.10	4210.59	2105.30	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	03	9/19/2026	51790.28	4315.86	2157.93	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	04	9/19/2026	53085.04	4423.75	2211.88	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	05	9/19/2026	54412.17	4534.35	2267.17	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	06	9/19/2026	55772.47	4647.71	2323.85	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	07	9/19/2026	57166.78	4763.90	2381.95	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	08	9/19/2026	58595.95	4883.00	2441.50	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	09	9/19/2026	60060.85	5005.07	2502.54	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	10	9/19/2026	61562.37	5130.20	2565.10	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	11	9/19/2026	63101.43	5258.45	2629.23	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	12	9/19/2026	64678.97	5389.91	2694.96	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	13	9/19/2026	66295.94	5524.66	2762.33	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	14	9/19/2026	67953.34	5662.78	2831.39	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	15	9/19/2026	69652.17	5804.35	2902.17	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	16	9/19/2026	71393.47	5949.46	2974.73	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	17	9/19/2026	73178.31	6098.19	3049.10	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	18	9/19/2026	75007.77	6250.65	3125.32	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	19	9/19/2026	76882.96	6406.91	3203.46	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	20	9/19/2026	78805.03	6567.09	3283.54	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	21	9/19/2026	80775.16	6731.26	3365.63	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	22	9/19/2026	82794.54	6899.55	3449.77	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	23	9/19/2026	84864.40	7072.03	3536.02	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
2.0	24	9/19/2026	86986.01	7248.83	3624.42	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	27253.84	2271.15	1135.58	1048.00	1048.32	524.00	524.16	104.80	224.64	13.10	9.36	19.65	14.04	46.68	15.92
3.0	B	9/19/2026	27935.19	2327.93	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	C	9/19/2026	28633.57	2386.13	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	D	9/19/2026	29349.41	2445.78	1222.89	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	E	9/19/2026	30083.14	2506.93	1253.46	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	F	9/19/2026	30835.22	2569.60	1284.80	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	G	9/19/2026	31606.10	2633.84	1316.92	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	H	9/19/2026	32396.25	2699.69	1349.84	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	I	9/19/2026	33206.16	2767.18	1383.59	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	J	9/19/2026	34036.31	2836.36	1418.18	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	K	9/19/2026	34887.22	2907.27	1453.63	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	L	9/19/2026	35759.40	2979.95	1489.98	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	M	9/19/2026	36653.39	3054.45	1527.22	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	N	9/19/2026	37569.72	3130.81	1565.41	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	O	9/19/2026	38508.96	3209.08	1604.54	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	P	9/19/2026	39471.69	3289.31	1644.65	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	Q	9/19/2026	40458.48	3371.54	1685.77	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	R	9/19/2026	41469.94	3455.83	1727.91	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	S	9/19/2026	42506.69	3542.22	1771.11	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	T	9/19/2026	43569.36	3630.78	1815.39	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	U	9/19/2026	44658.59	3721.55	1860.77	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	V	9/19/2026	45775.06	3814.59	1907.29	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	W	9/19/2026	46919.43	3909.95	1954.98	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	X	9/19/2026	48092.42	4007.70	2003.85	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	Y	9/19/2026	49294.73	4107.89	2053.95	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.66	27.27
3.0	Z	9/19/2026	50527.10	4210.59	2105.30	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90

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

3.0	01	9/19/2026	51790.28	4315.86	2157.93	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	02	9/19/2026	53085.04	4423.75	2211.88	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	03	9/19/2026	54412.17	4534.35	2267.17	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	04	9/19/2026	55772.47	4647.71	2323.85	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	05	9/19/2026	57166.78	4763.90	2381.95	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	06	9/19/2026	58595.95	4883.00	2441.50	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	07	9/19/2026	60060.85	5005.07	2502.54	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	08	9/19/2026	61562.37	5130.20	2565.10	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	09	9/19/2026	63101.43	5258.45	2629.23	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	10	9/19/2026	64678.97	5389.91	2694.96	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	11	9/19/2026	66295.94	5524.66	2762.33	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	12	9/19/2026	67953.34	5662.78	2831.39	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	13	9/19/2026	69652.17	5804.35	2902.17	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	14	9/19/2026	71393.47	5949.46	2974.73	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	15	9/19/2026	73178.31	6098.19	3049.10	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	16	9/19/2026	75007.77	6250.65	3125.32	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	17	9/19/2026	76882.96	6406.91	3203.46	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	18	9/19/2026	78805.03	6567.09	3283.54	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	19	9/19/2026	80775.16	6731.26	3365.63	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	20	9/19/2026	82794.54	6899.55	3449.77	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	21	9/19/2026	84864.40	7072.03	3536.02	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	22	9/19/2026	86986.01	7248.83	3624.42	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	23	9/19/2026	89160.66	7430.06	3715.03	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
3.0	24	9/19/2026	91389.68	7615.81	3807.90	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	28633.57	2386.13	1193.07	1101.60	1100.96	550.80	550.48	110.16	235.92	13.77	9.83	20.66	14.75	48.95	16.62
4.0	B	9/19/2026	29349.41	2445.78	1222.89	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	C	9/19/2026	30083.14	2506.93	1253.46	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	D	9/19/2026	30835.22	2569.60	1284.80	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	E	9/19/2026	31606.10	2633.84	1316.92	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	F	9/19/2026	32396.25	2699.69	1349.84	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	G	9/19/2026	33206.16	2767.18	1383.59	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	H	9/19/2026	34036.31	2836.36	1418.18	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	I	9/19/2026	34887.22	2907.27	1453.63	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	J	9/19/2026	35759.40	2979.95	1489.98	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	K	9/19/2026	36653.39	3054.45	1527.22	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	L	9/19/2026	37569.72	3130.81	1565.41	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	M	9/19/2026	38508.96	3209.08	1604.54	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	N	9/19/2026	39471.69	3289.31	1644.65	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	O	9/19/2026	40458.48	3371.54	1685.77	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	P	9/19/2026	41469.94	3455.83	1727.91	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	Q	9/19/2026	42506.69	3542.22	1771.11	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	R	9/19/2026	43569.36	3630.78	1815.39	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	S	9/19/2026	44658.59	3721.55	1860.77	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	T	9/19/2026	45775.06	3814.59	1907.29	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	U	9/19/2026	46919.43	3909.95	1954.98	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	V	9/19/2026	48092.42	4007.70	2003.85	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	W	9/19/2026	49294.73	4107.89	2053.95	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	X	9/19/2026	50527.10	4210.59	2105.30	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	Y	9/19/2026	51790.27	4315.86	2157.93	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	27.90	28.56
4.0	Z	9/19/2026	53085.03	4423.75	2211.88	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.56	29.22

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

4.0	01	9/19/2026	54412.16	4534.35	2267.17	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	02	9/19/2026	55772.46	4647.71	2323.85	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	03	9/19/2026	57166.77	4763.90	2381.95	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	04	9/19/2026	58595.94	4883.00	2441.50	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	05	9/19/2026	60060.84	5005.07	2502.54	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	06	9/19/2026	61562.36	5130.20	2565.10	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	07	9/19/2026	63101.42	5258.45	2629.23	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	08	9/19/2026	64678.96	5389.91	2694.96	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	09	9/19/2026	66295.93	5524.66	2762.33	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	10	9/19/2026	67953.33	5662.78	2831.39	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	11	9/19/2026	69652.16	5804.35	2902.17	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	12	9/19/2026	71393.46	5949.46	2974.73	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	13	9/19/2026	73178.30	6098.19	3049.10	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	14	9/19/2026	75007.76	6250.65	3125.32	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	15	9/19/2026	76882.95	6406.91	3203.46	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	16	9/19/2026	78805.02	6567.09	3283.54	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	17	9/19/2026	80775.15	6731.26	3365.63	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	18	9/19/2026	82794.53	6899.54	3449.77	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	19	9/19/2026	84864.39	7072.03	3536.02	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	20	9/19/2026	86986.00	7248.83	3624.42	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	21	9/19/2026	89160.65	7430.05	3715.03	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	22	9/19/2026	91389.67	7615.81	3807.90	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	23	9/19/2026	93674.41	7806.20	3903.10	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
4.0	24	9/19/2026	96016.27	8001.36	4000.68	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	30083.14	2506.93	1253.46	1156.80	1156.96	578.40	578.48	115.68	247.92	14.46	10.33	21.69	15.50	51.33	17.37
5.0	B	9/19/2026	30835.22	2569.60	1284.80	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	C	9/19/2026	31606.10	2633.84	1316.92	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	D	9/19/2026	32396.25	2699.69	1349.84	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	E	9/19/2026	33206.16	2767.18	1383.59	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	F	9/19/2026	34036.31	2836.36	1418.18	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	G	9/19/2026	34887.22	2907.27	1453.63	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	H	9/19/2026	35759.40	2979.95	1489.98	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	I	9/19/2026	36653.39	3054.45	1527.22	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	J	9/19/2026	37569.72	3130.81	1565.41	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	K	9/19/2026	38508.96	3209.08	1604.54	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	L	9/19/2026	39471.69	3289.31	1644.65	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	M	9/19/2026	40458.48	3371.54	1685.77	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	N	9/19/2026	41469.94	3455.83	1727.91	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	O	9/19/2026	42506.69	3542.22	1771.11	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	P	9/19/2026	43569.36	3630.78	1815.39	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	Q	9/19/2026	44658.59	3721.55	1860.77	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	R	9/19/2026	45775.06	3814.59	1907.29	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	S	9/19/2026	46919.43	3909.95	1954.98	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	T	9/19/2026	48092.42	4007.70	2003.85	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	U	9/19/2026	49294.73	4107.89	2053.95	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	V	9/19/2026	50527.10	4210.59	2105.30	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	W	9/19/2026	51790.27	4315.86	2157.93	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	X	9/19/2026	53085.03	4423.75	2211.88	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	Y	9/19/2026	54412.16	4534.35	2267.17	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	29.22	29.91
5.0	Z	9/19/2026	55772.46	4647.71	2323.85	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.91	30.60

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

5.0	01	9/19/2026	57166.77	4763.90	2381.95	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	02	9/19/2026	58595.94	4883.00	2441.50	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	03	9/19/2026	60060.84	5005.07	2502.54	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	04	9/19/2026	61562.36	5130.20	2565.10	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	05	9/19/2026	63101.42	5258.45	2629.23	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	06	9/19/2026	64678.96	5389.91	2694.96	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	07	9/19/2026	66295.93	5524.66	2762.33	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	08	9/19/2026	67953.33	5662.78	2831.39	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	09	9/19/2026	69652.16	5804.35	2902.17	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	10	9/19/2026	71393.46	5949.46	2974.73	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	11	9/19/2026	73178.30	6098.19	3049.10	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	12	9/19/2026	75007.76	6250.65	3125.32	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	13	9/19/2026	76882.95	6406.91	3203.46	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	14	9/19/2026	78805.02	6567.09	3283.54	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	15	9/19/2026	80775.15	6731.26	3365.63	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	16	9/19/2026	82794.53	6899.54	3449.77	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	17	9/19/2026	84864.39	7072.03	3536.02	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	18	9/19/2026	86986.00	7248.83	3624.42	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	19	9/19/2026	89160.65	7430.05	3715.03	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	20	9/19/2026	91389.67	7615.81	3807.90	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	21	9/19/2026	93674.41	7806.20	3903.10	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	22	9/19/2026	96016.27	8001.36	4000.68	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	23	9/19/2026	98416.68	8201.39	4100.70	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
5.0	24	9/19/2026	100877.10	8406.43	4203.21	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	31606.10	2633.84	1316.92	1216.00	1215.20	608.00	607.60	121.60	260.40	15.20	10.85	22.80	16.28	53.84	18.15
6.0	B	9/19/2026	32396.25	2699.69	1349.84	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	C	9/19/2026	33206.16	2767.18	1383.59	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	D	9/19/2026	34036.31	2836.36	1418.18	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	E	9/19/2026	34887.22	2907.27	1453.63	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	F	9/19/2026	35759.40	2979.95	1489.98	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	G	9/19/2026	36653.39	3054.45	1527.22	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	H	9/19/2026	37569.72	3130.81	1565.41	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	I	9/19/2026	38508.96	3209.08	1604.54	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	J	9/19/2026	39471.69	3289.31	1644.65	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	K	9/19/2026	40458.48	3371.54	1685.77	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	L	9/19/2026	41469.94	3455.83	1727.91	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	M	9/19/2026	42506.69	3542.22	1771.11	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	N	9/19/2026	43569.36	3630.78	1815.39	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	O	9/19/2026	44658.59	3721.55	1860.77	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	P	9/19/2026	45775.06	3814.59	1907.29	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	Q	9/19/2026	46919.43	3909.95	1954.98	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	R	9/19/2026	48092.42	4007.70	2003.85	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	S	9/19/2026	49294.73	4107.89	2053.95	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	T	9/19/2026	50527.10	4210.59	2105.30	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	U	9/19/2026	51790.27	4315.86	2157.93	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	V	9/19/2026	53085.03	4423.75	2211.88	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	W	9/19/2026	54412.16	4534.35	2267.17	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	X	9/19/2026	55772.46	4647.71	2323.85	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	Y	9/19/2026	57166.77	4763.90	2381.95	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
6.0	Z	9/19/2026	58595.94	4883.00	2441.50	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06

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

6.0	01	9/19/2026	60060.84	5005.07	2502.54	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	02	9/19/2026	61562.36	5130.20	2565.10	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	03	9/19/2026	63101.42	5258.45	2629.23	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	04	9/19/2026	64678.96	5389.91	2694.96	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	05	9/19/2026	66295.93	5524.66	2762.33	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	06	9/19/2026	67953.33	5662.78	2831.39	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	07	9/19/2026	69652.16	5804.35	2902.17	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	08	9/19/2026	71393.46	5949.46	2974.73	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	09	9/19/2026	73178.30	6098.19	3049.10	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	10	9/19/2026	75007.76	6250.65	3125.32	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	11	9/19/2026	76882.95	6406.91	3203.46	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	12	9/19/2026	78805.02	6567.09	3283.54	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	13	9/19/2026	80775.15	6731.26	3365.63	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	14	9/19/2026	82794.53	6899.54	3449.77	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	15	9/19/2026	84864.39	7072.03	3536.02	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	16	9/19/2026	86986.00	7248.83	3624.42	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	17	9/19/2026	89160.65	7430.05	3715.03	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	18	9/19/2026	91389.67	7615.81	3807.90	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	19	9/19/2026	93674.41	7806.20	3903.10	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	20	9/19/2026	96016.27	8001.36	4000.68	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	21	9/19/2026	98416.68	8201.39	4100.70	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	22	9/19/2026	100877.10	8406.43	4203.21	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	23	9/19/2026	103399.03	8616.59	4308.29	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
6.0	24	9/19/2026	105984.01	8832.00	4416.00	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	33206.16	2767.18	1383.59	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	56.48	18.98
7.0	B	9/19/2026	34036.31	2836.36	1418.18	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	C	9/19/2026	34887.22	2907.27	1453.63	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	D	9/19/2026	35759.40	2979.95	1489.98	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	E	9/19/2026	36653.39	3054.45	1527.22	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	F	9/19/2026	37569.72	3130.81	1565.41	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	G	9/19/2026	38508.96	3209.08	1604.54	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	H	9/19/2026	39471.69	3289.31	1644.65	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	I	9/19/2026	40458.48	3371.54	1685.77	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	J	9/19/2026	41469.94	3455.83	1727.91	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	K	9/19/2026	42506.69	3542.22	1771.11	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	L	9/19/2026	43569.36	3630.78	1815.39	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	M	9/19/2026	44658.59	3721.55	1860.77	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	N	9/19/2026	45775.06	3814.59	1907.29	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	O	9/19/2026	46919.43	3909.95	1954.98	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	P	9/19/2026	48092.42	4007.70	2003.85	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	Q	9/19/2026	49294.73	4107.89	2053.95	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	R	9/19/2026	50527.10	4210.59	2105.30	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	S	9/19/2026	51790.27	4315.86	2157.93	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	T	9/19/2026	53085.03	4423.75	2211.88	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	U	9/19/2026	54412.16	4534.35	2267.17	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	V	9/19/2026	55772.46	4647.71	2323.85	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	W	9/19/2026	57166.77	4763.90	2381.95	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	X	9/19/2026	58595.94	4883.00	2441.50	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	Y	9/19/2026	60060.84	5005.07	2502.54	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	32.06	32.82
7.0	Z	9/19/2026	61562.36	5130.20	2565.10	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.82	33.59

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

7.0	01	9/19/2026	63101.42	5258.45	2629.23	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	02	9/19/2026	64678.96	5389.91	2694.96	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	03	9/19/2026	66295.93	5524.66	2762.33	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	04	9/19/2026	67953.33	5662.78	2831.39	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	05	9/19/2026	69652.16	5804.35	2902.17	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	06	9/19/2026	71393.46	5949.46	2974.73	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	07	9/19/2026	73178.30	6098.19	3049.10	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	08	9/19/2026	75007.76	6250.65	3125.32	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	09	9/19/2026	76882.95	6406.91	3203.46	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	10	9/19/2026	78805.02	6567.09	3283.54	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	11	9/19/2026	80775.15	6731.26	3365.63	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	12	9/19/2026	82794.53	6899.54	3449.77	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	13	9/19/2026	84864.39	7072.03	3536.02	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	14	9/19/2026	86986.00	7248.83	3624.42	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	15	9/19/2026	89160.65	7430.05	3715.03	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	16	9/19/2026	91389.67	7615.81	3807.90	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	17	9/19/2026	93674.41	7806.20	3903.10	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	18	9/19/2026	96016.27	8001.36	4000.68	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	19	9/19/2026	98416.68	8201.39	4100.70	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	20	9/19/2026	100877.10	8406.43	4203.21	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	21	9/19/2026	103399.03	8616.59	4308.29	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	22	9/19/2026	105984.01	8832.00	4416.00	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	23	9/19/2026	108633.61	9052.80	4526.40	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
7.0	24	9/19/2026	111349.45	9279.12	4639.56	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	34887.22	2907.27	1453.63	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	59.24	19.85
8.0	B	9/19/2026	35759.40	2979.95	1489.98	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	C	9/19/2026	36653.39	3054.45	1527.22	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	D	9/19/2026	37569.72	3130.81	1565.41	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	E	9/19/2026	38508.96	3209.08	1604.54	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	F	9/19/2026	39471.69	3289.31	1644.65	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	G	9/19/2026	40458.48	3371.54	1685.77	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	H	9/19/2026	41469.94	3455.83	1727.91	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	I	9/19/2026	42506.69	3542.22	1771.11	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	J	9/19/2026	43569.36	3630.78	1815.39	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	K	9/19/2026	44658.59	3721.55	1860.77	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	L	9/19/2026	45775.06	3814.59	1907.29	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	M	9/19/2026	46919.43	3909.95	1954.98	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	N	9/19/2026	48092.42	4007.70	2003.85	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	O	9/19/2026	49294.73	4107.89	2053.95	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	P	9/19/2026	50527.10	4210.59	2105.30	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	Q	9/19/2026	51790.27	4315.86	2157.93	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	R	9/19/2026	53085.03	4423.75	2211.88	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	S	9/19/2026	54412.16	4534.35	2267.17	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	T	9/19/2026	55772.46	4647.71	2323.85	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	U	9/19/2026	57166.77	4763.90	2381.95	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	V	9/19/2026	58595.94	4883.00	2441.50	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	W	9/19/2026	60060.84	5005.07	2502.54	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	X	9/19/2026	61562.36	5130.20	2565.10	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	Y	9/19/2026	63101.42	5258.45	2629.23	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
8.0	Z	9/19/2026	64678.96	5389.91	2694.96	2488.00	2487.52	1244.00	1243.76	248.80	533.04	31.10	22.21	46.65	33.32	34.38	35.19

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

8.0	01	9/19/2026	66295.93	5524.66	2762.33	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	02	9/19/2026	67953.33	5662.78	2831.39	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	03	9/19/2026	69652.16	5804.35	2902.17	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	04	9/19/2026	71393.46	5949.46	2974.73	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	05	9/19/2026	73178.30	6098.19	3049.10	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	06	9/19/2026	75007.76	6250.65	3125.32	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	07	9/19/2026	76882.95	6406.91	3203.46	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	08	9/19/2026	78805.02	6567.09	3283.54	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	09	9/19/2026	80775.15	6731.26	3365.63	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	10	9/19/2026	82794.53	6899.54	3449.77	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	11	9/19/2026	84864.39	7072.03	3536.02	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	12	9/19/2026	86986.00	7248.83	3624.42	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	13	9/19/2026	89160.65	7430.05	3715.03	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	14	9/19/2026	91389.67	7615.81	3807.90	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	15	9/19/2026	93674.41	7806.20	3903.10	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	16	9/19/2026	96016.27	8001.36	4000.68	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	17	9/19/2026	98416.68	8201.39	4100.70	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	18	9/19/2026	100877.10	8406.43	4203.21	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	19	9/19/2026	103399.03	8616.59	4308.29	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	20	9/19/2026	105984.01	8832.00	4416.00	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	21	9/19/2026	108633.61	9052.80	4526.40	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	22	9/19/2026	111349.45	9279.12	4639.56	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	23	9/19/2026	114133.19	9511.10	4755.55	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
8.0	24	9/19/2026	116986.52	9748.88	4874.44	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	36653.39	3054.45	1527.22	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	62.13	20.76
9.0	B	9/19/2026	37569.72	3130.81	1565.41	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	C	9/19/2026	38508.96	3209.08	1604.54	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	D	9/19/2026	39471.69	3289.31	1644.65	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	E	9/19/2026	40458.48	3371.54	1685.77	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	F	9/19/2026	41469.94	3455.83	1727.91	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	G	9/19/2026	42506.69	3542.22	1771.11	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	H	9/19/2026	43569.36	3630.78	1815.39	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	I	9/19/2026	44658.59	3721.55	1860.77	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	J	9/19/2026	45775.06	3814.59	1907.29	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	K	9/19/2026	46919.43	3909.95	1954.98	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	L	9/19/2026	48092.42	4007.70	2003.85	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	M	9/19/2026	49294.73	4107.89	2053.95	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	N	9/19/2026	50527.10	4210.59	2105.30	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	O	9/19/2026	51790.27	4315.86	2157.93	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	P	9/19/2026	53085.03	4423.75	2211.88	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	Q	9/19/2026	54412.16	4534.35	2267.17	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	R	9/19/2026	55772.46	4647.71	2323.85	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	S	9/19/2026	57166.77	4763.90	2381.95	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	T	9/19/2026	58595.94	4883.00	2441.50	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	U	9/19/2026	60060.84	5005.07	2502.54	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	V	9/19/2026	61562.36	5130.20	2565.10	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	W	9/19/2026	63101.42	5258.45	2629.23	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	X	9/19/2026	64678.96	5389.91	2694.96	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	Y	9/19/2026	66295.93	5524.66	2762.33	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
9.0	Z	9/19/2026	67953.33	5662.78	2831.39	2613.60	2614.08	1306.80	1307.04	261.36	560.16	32.67	23.34	49.01	35.01	36.03	36.89

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

9.0	01	9/19/2026	69652.16	5804.35	2902.17	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	02	9/19/2026	71393.46	5949.46	2974.73	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	03	9/19/2026	73178.30	6098.19	3049.10	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	04	9/19/2026	75007.76	6250.65	3125.32	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	05	9/19/2026	76882.95	6406.91	3203.46	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	06	9/19/2026	78805.02	6567.09	3283.54	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	07	9/19/2026	80775.15	6731.26	3365.63	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	08	9/19/2026	82794.53	6899.54	3449.77	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	09	9/19/2026	84864.39	7072.03	3536.02	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	10	9/19/2026	86986.00	7248.83	3624.42	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	11	9/19/2026	89160.65	7430.05	3715.03	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	12	9/19/2026	91389.67	7615.81	3807.90	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	13	9/19/2026	93674.41	7806.20	3903.10	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	14	9/19/2026	96016.27	8001.36	4000.68	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	15	9/19/2026	98416.68	8201.39	4100.70	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	16	9/19/2026	100877.10	8406.43	4203.21	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	17	9/19/2026	103399.03	8616.59	4308.29	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	18	9/19/2026	105984.01	8832.00	4416.00	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	19	9/19/2026	108633.61	9052.80	4526.40	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	20	9/19/2026	111349.45	9279.12	4639.56	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	21	9/19/2026	114133.19	9511.10	4755.55	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	22	9/19/2026	116986.52	9748.88	4874.44	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	23	9/19/2026	119911.18	9992.60	4996.30	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
9.0	24	9/19/2026	122908.96	10242.41	5121.21	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	38508.96	3209.08	1604.54	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	65.19	21.71
10.0	B	9/19/2026	39471.69	3289.31	1644.65	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	C	9/19/2026	40458.48	3371.54	1685.77	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	D	9/19/2026	41469.94	3455.83	1727.91	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	E	9/19/2026	42506.69	3542.22	1771.11	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	F	9/19/2026	43569.36	3630.78	1815.39	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	G	9/19/2026	44658.59	3721.55	1860.77	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	H	9/19/2026	45775.06	3814.59	1907.29	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	I	9/19/2026	46919.43	3909.95	1954.98	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	J	9/19/2026	48092.42	4007.70	2003.85	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	K	9/19/2026	49294.73	4107.89	2053.95	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	L	9/19/2026	50527.10	4210.59	2105.30	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	M	9/19/2026	51790.27	4315.86	2157.93	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	N	9/19/2026	53085.03	4423.75	2211.88	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	O	9/19/2026	54412.16	4534.35	2267.17	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	P	9/19/2026	55772.46	4647.71	2323.85	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	Q	9/19/2026	57166.77	4763.90	2381.95	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	R	9/19/2026	58595.94	4883.00	2441.50	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	S	9/19/2026	60060.84	5005.07	2502.54	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	T	9/19/2026	61562.36	5130.20	2565.10	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	U	9/19/2026	63101.42	5258.45	2629.23	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	V	9/19/2026	64678.96	5389.91	2694.96	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	W	9/19/2026	66295.93	5524.66	2762.33	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	X	9/19/2026	67953.33	5662.78	2831.39	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	Y	9/19/2026	69652.16	5804.35	2902.17	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.89	37.76
10.0	Z	9/19/2026	71393.47	5949.46	2974.73	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66

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

10.0	01	9/19/2026	73178.31	6098.19	3049.10	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	02	9/19/2026	75007.77	6250.65	3125.32	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	03	9/19/2026	76882.96	6406.91	3203.46	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	04	9/19/2026	78805.03	6567.09	3283.54	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	05	9/19/2026	80775.16	6731.26	3365.63	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	06	9/19/2026	82794.54	6899.55	3449.77	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	07	9/19/2026	84864.40	7072.03	3536.02	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	08	9/19/2026	86986.01	7248.83	3624.42	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	09	9/19/2026	89160.66	7430.06	3715.03	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	10	9/19/2026	91389.68	7615.81	3807.90	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	11	9/19/2026	93674.42	7806.20	3903.10	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	12	9/19/2026	96016.28	8001.36	4000.68	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	13	9/19/2026	98416.69	8201.39	4100.70	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	14	9/19/2026	100877.11	8406.43	4203.21	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	15	9/19/2026	103399.04	8616.59	4308.29	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	16	9/19/2026	105984.02	8832.00	4416.00	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	17	9/19/2026	108633.62	9052.80	4526.40	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	18	9/19/2026	111349.46	9279.12	4639.56	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	19	9/19/2026	114133.20	9511.10	4755.55	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	20	9/19/2026	116986.53	9748.88	4874.44	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	21	9/19/2026	119911.19	9992.60	4996.30	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	22	9/19/2026	122908.97	10242.41	5121.21	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	23	9/19/2026	125981.69	10498.47	5249.24	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
10.0	24	9/19/2026	129131.23	10760.94	5380.47	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	40458.48	3371.54	1685.77	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	68.39	22.71
11.0	B	9/19/2026	41469.94	3455.83	1727.91	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	C	9/19/2026	42506.69	3542.22	1771.11	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	D	9/19/2026	43569.36	3630.78	1815.39	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	E	9/19/2026	44658.59	3721.55	1860.77	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	F	9/19/2026	45775.06	3814.59	1907.29	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	G	9/19/2026	46919.43	3909.95	1954.98	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	H	9/19/2026	48092.42	4007.70	2003.85	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	I	9/19/2026	49294.73	4107.89	2053.95	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	J	9/19/2026	50527.10	4210.59	2105.30	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	K	9/19/2026	51790.27	4315.86	2157.93	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	L	9/19/2026	53085.03	4423.75	2211.88	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	M	9/19/2026	54412.16	4534.35	2267.17	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	N	9/19/2026	55772.46	4647.71	2323.85	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	O	9/19/2026	57166.77	4763.90	2381.95	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	P	9/19/2026	58595.94	4883.00	2441.50	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	Q	9/19/2026	60060.84	5005.07	2502.54	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	R	9/19/2026	61562.36	5130.20	2565.10	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	S	9/19/2026	63101.42	5258.45	2629.23	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	T	9/19/2026	64678.96	5389.91	2694.96	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	U	9/19/2026	66295.93	5524.66	2762.33	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	V	9/19/2026	67953.33	5662.78	2831.39	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	W	9/19/2026	69652.16	5804.35	2902.17	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	X	9/19/2026	71393.47	5949.46	2974.73	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	Y	9/19/2026	73178.30	6098.19	3049.10	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
11.0	Z	9/19/2026	75007.76	6250.65	3125.32	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52

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

11.0	01	9/19/2026	76882.95	6406.91	3203.46	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	02	9/19/2026	78805.02	6567.09	3283.54	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	03	9/19/2026	80775.15	6731.26	3365.63	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	04	9/19/2026	82794.53	6899.54	3449.77	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	05	9/19/2026	84864.39	7072.03	3536.02	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	06	9/19/2026	86986.00	7248.83	3624.42	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	07	9/19/2026	89160.65	7430.05	3715.03	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	08	9/19/2026	91389.67	7615.81	3807.90	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	09	9/19/2026	93674.41	7806.20	3903.10	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	10	9/19/2026	96016.27	8001.36	4000.68	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	11	9/19/2026	98416.68	8201.39	4100.70	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	12	9/19/2026	100877.10	8406.43	4203.21	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	13	9/19/2026	103399.03	8616.59	4308.29	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	14	9/19/2026	105984.01	8832.00	4416.00	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	15	9/19/2026	108633.61	9052.80	4526.40	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	16	9/19/2026	111349.45	9279.12	4639.56	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	17	9/19/2026	114133.19	9511.10	4755.55	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	18	9/19/2026	116986.52	9748.88	4874.44	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	19	9/19/2026	119911.18	9992.60	4996.30	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	20	9/19/2026	122908.96	10242.41	5121.21	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	21	9/19/2026	125981.68	10498.47	5249.24	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	22	9/19/2026	129131.22	10760.94	5380.47	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	23	9/19/2026	132359.50	11029.96	5514.98	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
11.0	24	9/19/2026	135668.49	11305.71	5652.85	5218.40	5218.08	2609.20	2609.04	521.84	1118.16	65.23	46.59	97.85	69.89	70.05	71.76

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	42506.69	3542.22	1771.11	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	71.76	23.78
12.0	B	9/19/2026	43569.36	3630.78	1815.39	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	C	9/19/2026	44658.59	3721.55	1860.77	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	D	9/19/2026	45775.06	3814.59	1907.29	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	E	9/19/2026	46919.43	3909.95	1954.98	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	F	9/19/2026	48092.42	4007.70	2003.85	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	G	9/19/2026	49294.73	4107.89	2053.95	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	H	9/19/2026	50527.10	4210.59	2105.30	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	I	9/19/2026	51790.27	4315.86	2157.93	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	J	9/19/2026	53085.03	4423.75	2211.88	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	K	9/19/2026	54412.16	4534.35	2267.17	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	L	9/19/2026	55772.46	4647.71	2323.85	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	M	9/19/2026	57166.77	4763.90	2381.95	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	N	9/19/2026	58595.94	4883.00	2441.50	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	O	9/19/2026	60060.84	5005.07	2502.54	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	P	9/19/2026	61562.36	5130.20	2565.10	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	Q	9/19/2026	63101.42	5258.45	2629.23	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	R	9/19/2026	64678.96	5389.91	2694.96	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	S	9/19/2026	66295.93	5524.66	2762.33	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	T	9/19/2026	67953.33	5662.78	2831.39	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	U	9/19/2026	69652.16	5804.35	2902.17	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	V	9/19/2026	71393.47	5949.46	2974.73	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	W	9/19/2026	73178.30	6098.19	3049.10	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	X	9/19/2026	75007.76	6250.65	3125.32	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	Y	9/19/2026	76882.95	6406.91	3203.46	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
12.0	Z	9/19/2026	78805.03	6567.09	3283.54	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47

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

12.0	01	9/19/2026	80775.16	6731.26	3365.63	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	02	9/19/2026	82794.54	6899.55	3449.77	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	03	9/19/2026	84864.40	7072.03	3536.02	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	04	9/19/2026	86986.01	7248.83	3624.42	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	05	9/19/2026	89160.66	7430.06	3715.03	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	06	9/19/2026	91389.68	7615.81	3807.90	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	07	9/19/2026	93674.42	7806.20	3903.10	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	08	9/19/2026	96016.28	8001.36	4000.68	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	09	9/19/2026	98416.69	8201.39	4100.70	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	10	9/19/2026	100877.11	8406.43	4203.21	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	11	9/19/2026	103399.04	8616.59	4308.29	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	12	9/19/2026	105984.02	8832.00	4416.00	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	13	9/19/2026	108633.62	9052.80	4526.40	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	14	9/19/2026	111349.46	9279.12	4639.56	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	15	9/19/2026	114133.20	9511.10	4755.55	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	16	9/19/2026	116986.53	9748.88	4874.44	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	17	9/19/2026	119911.19	9992.60	4996.30	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	18	9/19/2026	122908.97	10242.41	5121.21	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	19	9/19/2026	125981.69	10498.47	5249.24	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	20	9/19/2026	129131.23	10760.94	5380.47	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	21	9/19/2026	132359.51	11029.96	5514.98	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	22	9/19/2026	135668.50	11305.71	5652.85	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	23	9/19/2026	139060.21	11588.35	5794.18	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
12.0	24	9/19/2026	142536.72	11878.06	5939.03	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	44658.59	3721.55	1860.77	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	75.30	24.89
13.0	B	9/19/2026	45775.06	3814.59	1907.29	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	C	9/19/2026	46919.43	3909.95	1954.98	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	D	9/19/2026	48092.42	4007.70	2003.85	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	E	9/19/2026	49294.73	4107.89	2053.95	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	F	9/19/2026	50527.10	4210.59	2105.30	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	G	9/19/2026	51790.27	4315.86	2157.93	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	H	9/19/2026	53085.03	4423.75	2211.88	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	I	9/19/2026	54412.16	4534.35	2267.17	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	J	9/19/2026	55772.46	4647.71	2323.85	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	K	9/19/2026	57166.77	4763.90	2381.95	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	L	9/19/2026	58595.94	4883.00	2441.50	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	M	9/19/2026	60060.84	5005.07	2502.54	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	N	9/19/2026	61562.36	5130.20	2565.10	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	O	9/19/2026	63101.42	5258.45	2629.23	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	P	9/19/2026	64678.96	5389.91	2694.96	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	Q	9/19/2026	66295.93	5524.66	2762.33	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	R	9/19/2026	67953.33	5662.78	2831.39	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	S	9/19/2026	69652.16	5804.35	2902.17	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	T	9/19/2026	71393.47	5949.46	2974.73	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	U	9/19/2026	73178.30	6098.19	3049.10	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	V	9/19/2026	75007.76	6250.65	3125.32	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	W	9/19/2026	76882.95	6406.91	3203.46	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	X	9/19/2026	78805.03	6567.09	3283.54	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	Y	9/19/2026	80775.15	6731.26	3365.63	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
13.0	Z	9/19/2026	82794.53	6899.54	3449.77	3184.80	3184.16	1592.40	1592.08	318.48	682.32	39.81	28.43	59.72	42.65	43.49	44.52

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

13.0	01	9/19/2026	84864.39	7072.03	3536.02	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	02	9/19/2026	86986.00	7248.83	3624.42	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	03	9/19/2026	89160.65	7430.05	3715.03	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	04	9/19/2026	91389.67	7615.81	3807.90	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	05	9/19/2026	93674.41	7806.20	3903.10	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	06	9/19/2026	96016.27	8001.36	4000.68	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	07	9/19/2026	98416.68	8201.39	4100.70	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	08	9/19/2026	100877.10	8406.43	4203.21	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	09	9/19/2026	103399.03	8616.59	4308.29	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	10	9/19/2026	105984.01	8832.00	4416.00	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	11	9/19/2026	108633.61	9052.80	4526.40	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	12	9/19/2026	111349.45	9279.12	4639.56	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	13	9/19/2026	114133.19	9511.10	4755.55	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	14	9/19/2026	116986.52	9748.88	4874.44	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	15	9/19/2026	119911.18	9992.60	4996.30	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	16	9/19/2026	122908.96	10242.41	5121.21	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	17	9/19/2026	125981.68	10498.47	5249.24	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	18	9/19/2026	129131.22	10760.94	5380.47	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	19	9/19/2026	132359.50	11029.96	5514.98	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	20	9/19/2026	135668.49	11305.71	5652.85	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	21	9/19/2026	139060.20	11588.35	5794.18	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	22	9/19/2026	142536.71	11878.06	5939.03	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	23	9/19/2026	146100.13	12175.01	6087.51	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
13.0	24	9/19/2026	149752.63	12479.39	6239.69	5760.00	5760.16	2880.00	2880.08	576.00	1234.32	72.00	51.43	108.00	77.15	77.13	79.02

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	46919.43	3909.95	1954.98	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	79.02	26.04
14.0	B	9/19/2026	48092.42	4007.70	2003.85	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	C	9/19/2026	49294.73	4107.89	2053.95	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	D	9/19/2026	50527.10	4210.59	2105.30	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	E	9/19/2026	51790.27	4315.86	2157.93	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	F	9/19/2026	53085.03	4423.75	2211.88	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	G	9/19/2026	54412.16	4534.35	2267.17	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	H	9/19/2026	55772.46	4647.71	2323.85	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	I	9/19/2026	57166.77	4763.90	2381.95	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	J	9/19/2026	58595.94	4883.00	2441.50	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	K	9/19/2026	60060.84	5005.07	2502.54	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	L	9/19/2026	61562.36	5130.20	2565.10	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	M	9/19/2026	63101.42	5258.45	2629.23	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	N	9/19/2026	64678.96	5389.91	2694.96	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	O	9/19/2026	66295.93	5524.66	2762.33	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	P	9/19/2026	67953.33	5662.78	2831.39	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	Q	9/19/2026	69652.16	5804.35	2902.17	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	R	9/19/2026	71393.47	5949.46	2974.73	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	S	9/19/2026	73178.30	6098.19	3049.10	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	T	9/19/2026	75007.76	6250.65	3125.32	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	U	9/19/2026	76882.95	6406.91	3203.46	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	V	9/19/2026	78805.03	6567.09	3283.54	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	W	9/19/2026	80775.15	6731.26	3365.63	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	X	9/19/2026	82794.53	6899.54	3449.77	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	Y	9/19/2026	84864.40	7072.03	3536.02	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
14.0	Z	9/19/2026	86986.01	7248.83	3624.42	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68

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

14.0	01	9/19/2026	89160.66	7430.06	3715.03	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	02	9/19/2026	91389.68	7615.81	3807.90	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	03	9/19/2026	93674.42	7806.20	3903.10	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	04	9/19/2026	96016.28	8001.36	4000.68	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	05	9/19/2026	98416.69	8201.39	4100.70	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	06	9/19/2026	100877.11	8406.43	4203.21	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	07	9/19/2026	103399.04	8616.59	4308.29	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	08	9/19/2026	105984.02	8832.00	4416.00	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	09	9/19/2026	108633.62	9052.80	4526.40	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	10	9/19/2026	111349.46	9279.12	4639.56	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	11	9/19/2026	114133.20	9511.10	4755.55	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	12	9/19/2026	116986.53	9748.88	4874.44	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	13	9/19/2026	119911.19	9992.60	4996.30	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	14	9/19/2026	122908.97	10242.41	5121.21	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	15	9/19/2026	125981.69	10498.47	5249.24	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	16	9/19/2026	129131.23	10760.94	5380.47	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	17	9/19/2026	132359.51	11029.96	5514.98	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	18	9/19/2026	135668.50	11305.71	5652.85	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	19	9/19/2026	139060.21	11588.35	5794.18	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	20	9/19/2026	142536.72	11878.06	5939.03	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	21	9/19/2026	146100.14	12175.01	6087.51	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	22	9/19/2026	149752.64	12479.39	6239.69	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	23	9/19/2026	153496.46	12791.37	6395.69	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
14.0	24	9/19/2026	157333.87	13111.16	6555.58	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	49294.73	4107.89	2053.95	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	82.92	27.27
15.0	B	9/19/2026	50527.10	4210.59	2105.30	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	C	9/19/2026	51790.27	4315.86	2157.93	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	D	9/19/2026	53085.03	4423.75	2211.88	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	E	9/19/2026	54412.16	4534.35	2267.17	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	F	9/19/2026	55772.46	4647.71	2323.85	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	G	9/19/2026	57166.77	4763.90	2381.95	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	H	9/19/2026	58595.94	4883.00	2441.50	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	I	9/19/2026	60060.84	5005.07	2502.54	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	J	9/19/2026	61562.36	5130.20	2565.10	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	K	9/19/2026	63101.42	5258.45	2629.23	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	L	9/19/2026	64678.96	5389.91	2694.96	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	M	9/19/2026	66295.93	5524.66	2762.33	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	N	9/19/2026	67953.33	5662.78	2831.39	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	O	9/19/2026	69652.16	5804.35	2902.17	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	P	9/19/2026	71393.47	5949.46	2974.73	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	Q	9/19/2026	73178.30	6098.19	3049.10	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	R	9/19/2026	75007.76	6250.65	3125.32	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	S	9/19/2026	76882.95	6406.91	3203.46	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	T	9/19/2026	78805.03	6567.09	3283.54	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	U	9/19/2026	80775.15	6731.26	3365.63	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	V	9/19/2026	82794.53	6899.54	3449.77	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	W	9/19/2026	84864.40	7072.03	3536.02	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	X	9/19/2026	86986.01	7248.83	3624.42	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	Y	9/19/2026	89160.66	7430.06	3715.03	3429.60	3429.44	1714.80	1714.72	342.96	734.88	42.87	30.62	64.31	45.93	46.68	47.81
15.0	Z	9/19/2026	91389.67	7615.81	3807.90	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95

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

15.0	01	9/19/2026	93674.41	7806.20	3903.10	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	02	9/19/2026	96016.27	8001.36	4000.68	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	03	9/19/2026	98416.68	8201.39	4100.70	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	04	9/19/2026	100877.10	8406.43	4203.21	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	05	9/19/2026	103399.03	8616.59	4308.29	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	06	9/19/2026	105984.01	8832.00	4416.00	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	07	9/19/2026	108633.61	9052.80	4526.40	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	08	9/19/2026	111349.45	9279.12	4639.56	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	09	9/19/2026	114133.19	9511.10	4755.55	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	10	9/19/2026	116986.52	9748.88	4874.44	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	11	9/19/2026	119911.18	9992.60	4996.30	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	12	9/19/2026	122908.96	10242.41	5121.21	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	13	9/19/2026	125981.68	10498.47	5249.24	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	14	9/19/2026	129131.22	10760.94	5380.47	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	15	9/19/2026	132359.50	11029.96	5514.98	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	16	9/19/2026	135668.49	11305.71	5652.85	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	17	9/19/2026	139060.20	11588.35	5794.18	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	18	9/19/2026	142536.71	11878.06	5939.03	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	19	9/19/2026	146100.13	12175.01	6087.51	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	20	9/19/2026	149752.63	12479.39	6239.69	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	21	9/19/2026	153496.45	12791.37	6395.69	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	22	9/19/2026	157333.86	13111.16	6555.58	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	23	9/19/2026	161267.21	13438.93	6719.47	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
15.0	24	9/19/2026	165298.89	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	51790.28	4315.86	2157.93	1992.00	1992.48	996.00	996.24	199.20	426.96	24.90	17.79	37.35	26.69	87.02	28.56
16.0	B	9/19/2026	53085.03	4423.75	2211.88	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	C	9/19/2026	54412.16	4534.35	2267.17	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	D	9/19/2026	55772.46	4647.71	2323.85	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	E	9/19/2026	57166.77	4763.90	2381.95	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	F	9/19/2026	58595.94	4883.00	2441.50	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	G	9/19/2026	60060.84	5005.07	2502.54	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	H	9/19/2026	61562.36	5130.20	2565.10	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	I	9/19/2026	63101.42	5258.45	2629.23	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	J	9/19/2026	64678.96	5389.91	2694.96	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	K	9/19/2026	66295.93	5524.66	2762.33	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	L	9/19/2026	67953.33	5662.78	2831.39	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	M	9/19/2026	69652.16	5804.35	2902.17	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	N	9/19/2026	71393.47	5949.46	2974.73	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	O	9/19/2026	73178.30	6098.19	3049.10	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	P	9/19/2026	75007.76	6250.65	3125.32	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	Q	9/19/2026	76882.95	6406.91	3203.46	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	R	9/19/2026	78805.03	6567.09	3283.54	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	S	9/19/2026	80775.15	6731.26	3365.63	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	T	9/19/2026	82794.53	6899.54	3449.77	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	U	9/19/2026	84864.40	7072.03	3536.02	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	V	9/19/2026	86986.01	7248.83	3624.42	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	W	9/19/2026	89160.66	7430.06	3715.03	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	X	9/19/2026	91389.67	7615.81	3807.90	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	Y	9/19/2026	93674.41	7806.20	3903.10	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	48.95	50.13
16.0	Z	9/19/2026	96016.27	8001.36	4000.68	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33

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

16.0	01	9/19/2026	98416.68	8201.39	4100.70	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	02	9/19/2026	100877.10	8406.43	4203.21	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	03	9/19/2026	103399.03	8616.59	4308.29	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	04	9/19/2026	105984.01	8832.00	4416.00	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	05	9/19/2026	108633.61	9052.80	4526.40	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	06	9/19/2026	111349.45	9279.12	4639.56	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	07	9/19/2026	114133.19	9511.10	4755.55	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	08	9/19/2026	116986.52	9748.88	4874.44	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	09	9/19/2026	119911.18	9992.60	4996.30	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	10	9/19/2026	122908.96	10242.41	5121.21	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	11	9/19/2026	125981.68	10498.47	5249.24	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	12	9/19/2026	129131.22	10760.94	5380.47	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	13	9/19/2026	132359.50	11029.96	5514.98	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	14	9/19/2026	135668.49	11305.71	5652.85	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	15	9/19/2026	139060.20	11588.35	5794.18	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	16	9/19/2026	142536.71	11878.06	5939.03	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	17	9/19/2026	146100.13	12175.01	6087.51	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	18	9/19/2026	149752.63	12479.39	6239.69	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	19	9/19/2026	153496.45	12791.37	6395.69	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	20	9/19/2026	157333.86	13111.16	6555.58	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	21	9/19/2026	161267.21	13438.93	6719.47	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	22	9/19/2026	165298.89	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
16.0	23	9/19/2026	169431.36	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
16.0	24	9/19/2026	173667.14	14472.26	7236.13	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	54412.16	4534.35	2267.17	2092.80	2093.28	1046.40	1046.64	209.28	448.56	26.16	18.69	39.24	28.04	91.34	29.91
17.0	B	9/19/2026	55772.46	4647.71	2323.85	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	C	9/19/2026	57166.77	4763.90	2381.95	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	D	9/19/2026	58595.94	4883.00	2441.50	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	E	9/19/2026	60060.84	5005.07	2502.54	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	F	9/19/2026	61562.36	5130.20	2565.10	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	G	9/19/2026	63101.42	5258.45	2629.23	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	H	9/19/2026	64678.96	5389.91	2694.96	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	I	9/19/2026	66295.93	5524.66	2762.33	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	J	9/19/2026	67953.33	5662.78	2831.39	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	K	9/19/2026	69652.16	5804.35	2902.17	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	L	9/19/2026	71393.47	5949.46	2974.73	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	M	9/19/2026	73178.30	6098.19	3049.10	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	N	9/19/2026	75007.76	6250.65	3125.32	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	O	9/19/2026	76882.95	6406.91	3203.46	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	P	9/19/2026	78805.03	6567.09	3283.54	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	Q	9/19/2026	80775.15	6731.26	3365.63	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	R	9/19/2026	82794.53	6899.54	3449.77	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	S	9/19/2026	84864.40	7072.03	3536.02	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	T	9/19/2026	86986.01	7248.83	3624.42	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	U	9/19/2026	89160.66	7430.06	3715.03	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	V	9/19/2026	91389.67	7615.81	3807.90	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	W	9/19/2026	93674.41	7806.20	3903.10	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	X	9/19/2026	96016.27	8001.36	4000.68	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	Y	9/19/2026	98416.68	8201.39	4100.70	3785.60	3785.60	1892.80	1892.80	378.56	811.20	47.32	33.80	70.98	50.70	51.33	52.58
17.0	Z	9/19/2026	100877.10	8406.43	4203.21	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84

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

17.0	01	9/19/2026	103399.03	8616.59	4308.29	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	02	9/19/2026	105984.01	8832.00	4416.00	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	03	9/19/2026	108633.61	9052.80	4526.40	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	04	9/19/2026	111349.45	9279.12	4639.56	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	05	9/19/2026	114133.19	9511.10	4755.55	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	06	9/19/2026	116986.52	9748.88	4874.44	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	07	9/19/2026	119911.18	9992.60	4996.30	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	08	9/19/2026	122908.96	10242.41	5121.21	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	09	9/19/2026	125981.68	10498.47	5249.24	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	10	9/19/2026	129131.22	10760.94	5380.47	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	11	9/19/2026	132359.50	11029.96	5514.98	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	12	9/19/2026	135668.49	11305.71	5652.85	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	13	9/19/2026	139060.20	11588.35	5794.18	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	14	9/19/2026	142536.71	11878.06	5939.03	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	15	9/19/2026	146100.13	12175.01	6087.51	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	16	9/19/2026	149752.63	12479.39	6239.69	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	17	9/19/2026	153496.45	12791.37	6395.69	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	18	9/19/2026	157333.86	13111.16	6555.58	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	19	9/19/2026	161267.21	13438.93	6719.47	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	20	9/19/2026	165298.89	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
17.0	21	9/19/2026	169431.36	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
17.0	22	9/19/2026	173667.14	14472.26	7236.13	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	23	9/19/2026	178008.82	14834.07	7417.03	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
17.0	24	9/19/2026	182459.04	15204.92	7602.46	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	57166.77	4763.90	2381.95	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	95.87	31.32
18.0	B	9/19/2026	58595.94	4883.00	2441.50	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	C	9/19/2026	60060.84	5005.07	2502.54	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	D	9/19/2026	61562.36	5130.20	2565.10	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	E	9/19/2026	63101.42	5258.45	2629.23	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	F	9/19/2026	64678.96	5389.91	2694.96	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	G	9/19/2026	66295.93	5524.66	2762.33	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	H	9/19/2026	67953.33	5662.78	2831.39	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	I	9/19/2026	69652.16	5804.35	2902.17	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	J	9/19/2026	71393.47	5949.46	2974.73	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	K	9/19/2026	73178.30	6098.19	3049.10	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	L	9/19/2026	75007.76	6250.65	3125.32	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	M	9/19/2026	76882.95	6406.91	3203.46	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	N	9/19/2026	78805.03	6567.09	3283.54	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	O	9/19/2026	80775.15	6731.26	3365.63	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	P	9/19/2026	82794.53	6899.54	3449.77	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	Q	9/19/2026	84864.40	7072.03	3536.02	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	R	9/19/2026	86986.01	7248.83	3624.42	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	S	9/19/2026	89160.66	7430.06	3715.03	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	T	9/19/2026	91389.67	7615.81	3807.90	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	U	9/19/2026	93674.41	7806.20	3903.10	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	V	9/19/2026	96016.28	8001.36	4000.68	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	W	9/19/2026	98416.68	8201.39	4100.70	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	X	9/19/2026	100877.10	8406.43	4203.21	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	Y	9/19/2026	103399.03	8616.59	4308.29	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
18.0	Z	9/19/2026	105984.00	8832.00	4416.00	4076.00	4076.80	2038.00	2038.40	407.60	873.60	50.95	36.40	76.43	54.60	55.14	56.48

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

18.0	01	9/19/2026	108633.60	9052.80	4526.40	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	02	9/19/2026	111349.44	9279.12	4639.56	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	03	9/19/2026	114133.18	9511.10	4755.55	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	04	9/19/2026	116986.51	9748.88	4874.44	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	05	9/19/2026	119911.17	9992.60	4996.30	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	06	9/19/2026	122908.95	10242.41	5121.21	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	07	9/19/2026	125981.67	10498.47	5249.24	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	08	9/19/2026	129131.21	10760.93	5380.47	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	09	9/19/2026	132359.49	11029.96	5514.98	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	10	9/19/2026	135668.48	11305.71	5652.85	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	11	9/19/2026	139060.19	11588.35	5794.17	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	12	9/19/2026	142536.69	11878.06	5939.03	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	13	9/19/2026	146100.11	12175.01	6087.50	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	14	9/19/2026	149752.61	12479.38	6239.69	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	15	9/19/2026	153496.43	12791.37	6395.68	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	16	9/19/2026	157333.84	13111.15	6555.58	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	17	9/19/2026	161267.19	13438.93	6719.47	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	18	9/19/2026	165298.87	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
18.0	19	9/19/2026	169431.34	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
18.0	20	9/19/2026	173667.12	14472.26	7236.13	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	21	9/19/2026	178008.80	14834.07	7417.03	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	22	9/19/2026	182459.02	15204.92	7602.46	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	23	9/19/2026	187020.50	15585.04	7792.52	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
18.0	24	9/19/2026	191696.01	15974.67	7987.33	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	60060.84	5005.07	2502.54	2310.40	2310.56	1155.20	1155.28	231.04	495.12	28.88	20.63	43.32	30.95	100.62	32.82
19.0	B	9/19/2026	61562.36	5130.20	2565.10	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	C	9/19/2026	63101.42	5258.45	2629.23	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	D	9/19/2026	64678.96	5389.91	2694.96	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	E	9/19/2026	66295.93	5524.66	2762.33	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	F	9/19/2026	67953.33	5662.78	2831.39	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	G	9/19/2026	69652.16	5804.35	2902.17	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	H	9/19/2026	71393.47	5949.46	2974.73	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	I	9/19/2026	73178.30	6098.19	3049.10	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	J	9/19/2026	75007.76	6250.65	3125.32	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	K	9/19/2026	76882.95	6406.91	3203.46	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	L	9/19/2026	78805.03	6567.09	3283.54	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	M	9/19/2026	80775.15	6731.26	3365.63	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	N	9/19/2026	82794.53	6899.54	3449.77	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	O	9/19/2026	84864.40	7072.03	3536.02	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	P	9/19/2026	86986.01	7248.83	3624.42	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	Q	9/19/2026	89160.66	7430.06	3715.03	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	R	9/19/2026	91389.67	7615.81	3807.90	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	S	9/19/2026	93674.41	7806.20	3903.10	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	T	9/19/2026	96016.28	8001.36	4000.68	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	U	9/19/2026	98416.68	8201.39	4100.70	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	V	9/19/2026	100877.10	8406.43	4203.21	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	W	9/19/2026	103399.03	8616.59	4308.29	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	X	9/19/2026	105984.00	8832.00	4416.00	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	Y	9/19/2026	108633.60	9052.80	4526.40	4178.40	4178.72	2089.20	2089.36	417.84	895.44	52.23	37.31	78.35	55.97	56.48	57.84
19.0	Z	9/19/2026	111349.44	9279.12	4639.56	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.84	59.24

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

19.0	01	9/19/2026	114133.18	9511.10	4755.55	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	02	9/19/2026	116986.51	9748.88	4874.44	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	03	9/19/2026	119911.17	9992.60	4996.30	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	04	9/19/2026	122908.95	10242.41	5121.21	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	05	9/19/2026	125981.67	10498.47	5249.24	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	06	9/19/2026	129131.21	10760.93	5380.47	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	07	9/19/2026	132359.49	11029.96	5514.98	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	08	9/19/2026	135668.48	11305.71	5652.85	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	09	9/19/2026	139060.19	11588.35	5794.17	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	10	9/19/2026	142536.69	11878.06	5939.03	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	11	9/19/2026	146100.11	12175.01	6087.50	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	12	9/19/2026	149752.61	12479.38	6239.69	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	13	9/19/2026	153496.43	12791.37	6395.68	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	14	9/19/2026	157333.84	13111.15	6555.58	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	15	9/19/2026	161267.19	13438.93	6719.47	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	16	9/19/2026	165298.87	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
19.0	17	9/19/2026	169431.34	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
19.0	18	9/19/2026	173667.12	14472.26	7236.13	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	19	9/19/2026	178008.80	14834.07	7417.03	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	20	9/19/2026	182459.02	15204.92	7602.46	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	21	9/19/2026	187020.50	15585.04	7792.52	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	22	9/19/2026	191696.01	15974.67	7987.33	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	23	9/19/2026	196488.41	16374.03	8187.02	7557.60	7557.76	3778.80	3778.88	755.76	1619.52	94.47	67.48	141.71	101.22	100.62	103.10
19.0	24	9/19/2026	201400.62	16783.39	8391.69	7746.40	7745.92	3873.20	3872.96	774.64	1659.84	96.83	69.16	145.25	103.74	103.10	105.62

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	63101.42	5258.45	2629.23	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	105.62	34.38
20.0	B	9/19/2026	64678.96	5389.91	2694.96	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	C	9/19/2026	66295.93	5524.66	2762.33	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	D	9/19/2026	67953.33	5662.78	2831.39	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	E	9/19/2026	69652.16	5804.35	2902.17	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	F	9/19/2026	71393.47	5949.46	2974.73	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	G	9/19/2026	73178.30	6098.19	3049.10	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	H	9/19/2026	75007.76	6250.65	3125.32	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	I	9/19/2026	76882.95	6406.91	3203.46	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	J	9/19/2026	78805.03	6567.09	3283.54	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	K	9/19/2026	80775.15	6731.26	3365.63	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	L	9/19/2026	82794.53	6899.54	3449.77	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	M	9/19/2026	84864.40	7072.03	3536.02	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	N	9/19/2026	86986.01	7248.83	3624.42	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	O	9/19/2026	89160.66	7430.06	3715.03	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	P	9/19/2026	91389.67	7615.81	3807.90	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	Q	9/19/2026	93674.41	7806.20	3903.10	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	R	9/19/2026	96016.28	8001.36	4000.68	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	S	9/19/2026	98416.68	8201.39	4100.70	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	T	9/19/2026	100877.10	8406.43	4203.21	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	U	9/19/2026	103399.03	8616.59	4308.29	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	V	9/19/2026	105984.00	8832.00	4416.00	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	W	9/19/2026	108633.60	9052.80	4526.40	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	X	9/19/2026	111349.44	9279.12	4639.56	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	Y	9/19/2026	114133.18	9511.10	4755.55	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
20.0	Z	9/19/2026	116986.51	9748.88	4874.44	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13

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

20.0	01	9/19/2026	119911.17	9992.60	4996.30	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	02	9/19/2026	122908.95	10242.41	5121.21	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	03	9/19/2026	125981.67	10498.47	5249.24	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	04	9/19/2026	129131.21	10760.93	5380.47	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	05	9/19/2026	132359.49	11029.96	5514.98	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	06	9/19/2026	135668.48	11305.71	5652.85	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	07	9/19/2026	139060.19	11588.35	5794.17	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	08	9/19/2026	142536.69	11878.06	5939.03	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	09	9/19/2026	146100.11	12175.01	6087.50	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	10	9/19/2026	149752.61	12479.38	6239.69	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	11	9/19/2026	153496.43	12791.37	6395.68	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	12	9/19/2026	157333.84	13111.15	6555.58	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	13	9/19/2026	161267.19	13438.93	6719.47	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	14	9/19/2026	165298.87	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
20.0	15	9/19/2026	169431.34	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
20.0	16	9/19/2026	173667.12	14472.26	7236.13	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	17	9/19/2026	178008.80	14834.07	7417.03	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	18	9/19/2026	182459.02	15204.92	7602.46	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	19	9/19/2026	187020.50	15585.04	7792.52	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	20	9/19/2026	191696.01	15974.67	7987.33	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	21	9/19/2026	196488.41	16374.03	8187.02	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	22	9/19/2026	201400.62	16783.39	8391.69	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	23	9/19/2026	206435.64	17202.97	8601.49	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
20.0	24	9/19/2026	211596.53	17633.04	8816.52	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	69652.16	5804.35	2902.17	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	110.87	37.76
21.0	B	9/19/2026	71393.47	5949.46	2974.73	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	C	9/19/2026	73178.30	6098.19	3049.10	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	D	9/19/2026	75007.76	6250.65	3125.32	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	E	9/19/2026	76882.95	6406.91	3203.46	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	F	9/19/2026	78805.03	6567.09	3283.54	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	G	9/19/2026	80775.15	6731.26	3365.63	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	H	9/19/2026	82794.53	6899.54	3449.77	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	I	9/19/2026	84864.40	7072.03	3536.02	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	J	9/19/2026	86986.01	7248.83	3624.42	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	K	9/19/2026	89160.66	7430.06	3715.03	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	L	9/19/2026	91389.67	7615.81	3807.90	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	M	9/19/2026	93674.41	7806.20	3903.10	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	N	9/19/2026	96016.28	8001.36	4000.68	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	O	9/19/2026	98416.68	8201.39	4100.70	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	P	9/19/2026	100877.10	8406.43	4203.21	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	Q	9/19/2026	103399.03	8616.59	4308.29	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	R	9/19/2026	105984.00	8832.00	4416.00	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	S	9/19/2026	108633.60	9052.80	4526.40	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	T	9/19/2026	111349.44	9279.12	4639.56	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	U	9/19/2026	114133.18	9511.10	4755.55	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	V	9/19/2026	116986.51	9748.88	4874.44	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	W	9/19/2026	119911.17	9992.60	4996.30	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	X	9/19/2026	122908.95	10242.41	5121.21	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	Y	9/19/2026	125981.67	10498.47	5249.24	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
21.0	Z	9/19/2026	129131.22	10760.94	5380.47	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39

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

21.0	01	9/19/2026	132359.50	11029.96	5514.98	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	02	9/19/2026	135668.49	11305.71	5652.85	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	03	9/19/2026	139060.20	11588.35	5794.18	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	04	9/19/2026	142536.71	11878.06	5939.03	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	05	9/19/2026	146100.13	12175.01	6087.51	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	06	9/19/2026	149752.63	12479.39	6239.69	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	07	9/19/2026	153496.45	12791.37	6395.69	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	08	9/19/2026	157333.86	13111.16	6555.58	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	09	9/19/2026	161267.21	13438.93	6719.47	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	10	9/19/2026	165298.89	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
21.0	11	9/19/2026	169431.36	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
21.0	12	9/19/2026	173667.14	14472.26	7236.13	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	13	9/19/2026	178008.82	14834.07	7417.03	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	14	9/19/2026	182459.04	15204.92	7602.46	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	15	9/19/2026	187020.52	15585.04	7792.52	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	16	9/19/2026	191696.03	15974.67	7987.33	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	17	9/19/2026	196488.43	16374.04	8187.02	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	18	9/19/2026	201400.64	16783.39	8391.69	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	19	9/19/2026	206435.66	17202.97	8601.49	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	20	9/19/2026	211596.55	17633.05	8816.52	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	21	9/19/2026	216886.46	18073.87	9036.94	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	22	9/19/2026	222308.62	18525.72	9262.86	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	23	9/19/2026	227866.34	18988.86	9494.43	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
21.0	24	9/19/2026	233563.00	19463.58	9731.79	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	76882.95	6406.91	3203.46	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	122.19	41.48
22.0	B	9/19/2026	78805.03	6567.09	3283.54	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	C	9/19/2026	80775.15	6731.26	3365.63	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	D	9/19/2026	82794.53	6899.54	3449.77	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	E	9/19/2026	84864.40	7072.03	3536.02	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	F	9/19/2026	86986.01	7248.83	3624.42	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	G	9/19/2026	89160.66	7430.06	3715.03	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	H	9/19/2026	91389.67	7615.81	3807.90	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	I	9/19/2026	93674.41	7806.20	3903.10	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	J	9/19/2026	96016.27	8001.36	4000.68	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	K	9/19/2026	98416.68	8201.39	4100.70	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	L	9/19/2026	100877.10	8406.43	4203.21	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	M	9/19/2026	103399.03	8616.59	4308.29	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	N	9/19/2026	105984.00	8832.00	4416.00	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	O	9/19/2026	108633.60	9052.80	4526.40	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	P	9/19/2026	111349.44	9279.12	4639.56	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	Q	9/19/2026	114133.18	9511.10	4755.55	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	R	9/19/2026	116986.51	9748.88	4874.44	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	S	9/19/2026	119911.17	9992.60	4996.30	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	T	9/19/2026	122908.95	10242.41	5121.21	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	U	9/19/2026	125981.67	10498.47	5249.24	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	V	9/19/2026	129131.22	10760.94	5380.47	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	W	9/19/2026	132359.50	11029.96	5514.98	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	X	9/19/2026	135668.48	11305.71	5652.85	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	Y	9/19/2026	139060.20	11588.35	5794.18	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	71.76	73.50
22.0	Z	9/19/2026	142536.70	11878.06	5939.03	5482.40	5482.40	2741.20	2741.20	548.24	1174.80	68.53	48.95	102.80	73.43	73.50	75.30

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

22.0	01	9/19/2026	146100.12	12175.01	6087.51	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	02	9/19/2026	149752.62	12479.39	6239.69	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	03	9/19/2026	153496.44	12791.37	6395.69	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	04	9/19/2026	157333.85	13111.15	6555.58	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	05	9/19/2026	161267.20	13438.93	6719.47	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	06	9/19/2026	165298.88	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
22.0	07	9/19/2026	169431.35	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
22.0	08	9/19/2026	173667.13	14472.26	7236.13	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	09	9/19/2026	178008.81	14834.07	7417.03	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	10	9/19/2026	182459.03	15204.92	7602.46	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	11	9/19/2026	187020.51	15585.04	7792.52	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	12	9/19/2026	191696.02	15974.67	7987.33	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	13	9/19/2026	196488.42	16374.04	8187.02	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	14	9/19/2026	201400.63	16783.39	8391.69	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	15	9/19/2026	206435.65	17202.97	8601.49	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	16	9/19/2026	211596.54	17633.05	8816.52	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	17	9/19/2026	216886.45	18073.87	9036.94	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	18	9/19/2026	222308.61	18525.72	9262.86	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	19	9/19/2026	227866.33	18988.86	9494.43	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	20	9/19/2026	233562.99	19463.58	9731.79	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	21	9/19/2026	239402.06	19950.17	9975.09	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	22	9/19/2026	245387.11	20448.93	10224.46	9437.60	9438.24	4718.80	4719.12	943.76	2022.48	117.97	84.27	176.96	126.41	125.19	128.28
22.0	23	9/19/2026	251521.79	20960.15	10480.07	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43
22.0	24	9/19/2026	257809.83	21484.15	10742.08	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	84864.40	7072.03	3536.02	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	134.67	45.59
23.0	B	9/19/2026	86986.01	7248.83	3624.42	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	C	9/19/2026	89160.66	7430.06	3715.03	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	D	9/19/2026	91389.67	7615.81	3807.90	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	E	9/19/2026	93674.41	7806.20	3903.10	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	F	9/19/2026	96016.27	8001.36	4000.68	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	G	9/19/2026	98416.68	8201.39	4100.70	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	H	9/19/2026	100877.10	8406.43	4203.21	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	I	9/19/2026	103399.03	8616.59	4308.29	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	J	9/19/2026	105984.00	8832.00	4416.00	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	K	9/19/2026	108633.60	9052.80	4526.40	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	L	9/19/2026	111349.44	9279.12	4639.56	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	M	9/19/2026	114133.18	9511.10	4755.55	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	N	9/19/2026	116986.51	9748.88	4874.44	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	O	9/19/2026	119911.17	9992.60	4996.30	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	P	9/19/2026	122908.95	10242.41	5121.21	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	Q	9/19/2026	125981.67	10498.47	5249.24	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	R	9/19/2026	129131.22	10760.94	5380.47	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	S	9/19/2026	132359.50	11029.96	5514.98	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	T	9/19/2026	135668.48	11305.71	5652.85	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	U	9/19/2026	139060.20	11588.35	5794.18	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	V	9/19/2026	142536.70	11878.06	5939.03	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	W	9/19/2026	146100.12	12175.01	6087.51	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	X	9/19/2026	149752.62	12479.39	6239.69	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	Y	9/19/2026	153496.44	12791.37	6395.69	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	79.02	80.94
23.0	Z	9/19/2026	157333.85	13111.15	6555.58	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
							*** Incentive Steps Beyond Step T. ***										
23.0	01	9/19/2026	161267.20	13438.93	6719.47	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	02	9/19/2026	165298.88	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
23.0	03	9/19/2026	169431.35	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
23.0	04	9/19/2026	173667.13	14472.26	7236.13	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	05	9/19/2026	178008.81	14834.07	7417.03	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	06	9/19/2026	182459.03	15204.92	7602.46	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	07	9/19/2026	187020.51	15585.04	7792.52	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	08	9/19/2026	191696.02	15974.67	7987.33	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	09	9/19/2026	196488.42	16374.04	8187.02	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	10	9/19/2026	201400.63	16783.39	8391.69	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	11	9/19/2026	206435.65	17202.97	8601.49	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	12	9/19/2026	211596.54	17633.05	8816.52	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	13	9/19/2026	216886.45	18073.87	9036.94	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	14	9/19/2026	222308.61	18525.72	9262.86	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	15	9/19/2026	227866.33	18988.86	9494.43	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	16	9/19/2026	233562.99	19463.58	9731.79	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	17	9/19/2026	239402.06	19950.17	9975.09	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	18	9/19/2026	245387.11	20448.93	10224.46	9437.60	9438.24	4718.80	4719.12	943.76	2022.48	117.97	84.27	176.96	126.41	125.19	128.28
23.0	19	9/19/2026	251521.79	20960.15	10480.07	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	20	9/19/2026	257809.83	21484.15	10742.08	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	21	9/19/2026	264255.08	22021.26	11010.63	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	22	9/19/2026	270861.46	22571.79	11285.89	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	23	9/19/2026	277633.00	23136.08	11568.04	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89
23.0	24	9/19/2026	284573.83	23714.49	11857.24	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	93674.41	7806.20	3903.10	3603.20	3603.04	1801.60	1801.52	360.32	772.08	45.04	32.17	67.56	48.26	148.46	50.13
24.0	B	9/19/2026	96016.27	8001.36	4000.68	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	C	9/19/2026	98416.68	8201.39	4100.70	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	D	9/19/2026	100877.10	8406.43	4203.21	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	E	9/19/2026	103399.03	8616.59	4308.29	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	F	9/19/2026	105984.00	8832.00	4416.00	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	G	9/19/2026	108633.60	9052.80	4526.40	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	H	9/19/2026	111349.44	9279.12	4639.56	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	I	9/19/2026	114133.18	9511.10	4755.55	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	J	9/19/2026	116986.51	9748.88	4874.44	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	K	9/19/2026	119911.17	9992.60	4996.30	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	L	9/19/2026	122908.95	10242.41	5121.21	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	M	9/19/2026	125981.67	10498.47	5249.24	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	N	9/19/2026	129131.22	10760.94	5380.47	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	O	9/19/2026	132359.50	11029.96	5514.98	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	P	9/19/2026	135668.48	11305.71	5652.85	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	Q	9/19/2026	139060.20	11588.35	5794.18	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	R	9/19/2026	142536.70	11878.06	5939.03	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	S	9/19/2026	146100.12	12175.01	6087.51	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	T	9/19/2026	149752.62	12479.39	6239.69	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	U	9/19/2026	153496.44	12791.37	6395.69	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	V	9/19/2026	157333.85	13111.15	6555.58	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	W	9/19/2026	161267.19	13438.93	6719.47	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	X	9/19/2026	165298.87	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
24.0	Y	9/19/2026	169431.34	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
24.0	Z	9/19/2026	173667.13	14472.26	7236.13	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34

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

24.0	01	9/19/2026	178008.81	14834.07	7417.03	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	02	9/19/2026	182459.03	15204.92	7602.46	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	03	9/19/2026	187020.51	15585.04	7792.52	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	04	9/19/2026	191696.02	15974.67	7987.33	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	05	9/19/2026	196488.42	16374.04	8187.02	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	06	9/19/2026	201400.63	16783.39	8391.69	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	07	9/19/2026	206435.65	17202.97	8601.49	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	08	9/19/2026	211596.54	17633.05	8816.52	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	09	9/19/2026	216886.45	18073.87	9036.94	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	10	9/19/2026	222308.61	18525.72	9262.86	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	11	9/19/2026	227866.33	18988.86	9494.43	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	12	9/19/2026	233562.99	19463.58	9731.79	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	13	9/19/2026	239402.06	19950.17	9975.09	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	14	9/19/2026	245387.11	20448.93	10224.46	9437.60	9438.24	4718.80	4719.12	943.76	2022.48	117.97	84.27	176.96	126.41	125.19	128.28
24.0	15	9/19/2026	251521.79	20960.15	10480.07	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	16	9/19/2026	257809.83	21484.15	10742.08	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	17	9/19/2026	264255.08	22021.26	11010.63	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	18	9/19/2026	270861.46	22571.79	11285.89	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	19	9/19/2026	277633.00	23136.08	11568.04	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	20	9/19/2026	284573.83	23714.49	11857.24	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
24.0	21	9/19/2026	291688.18	24307.35	12153.67	11218.40	11219.04	5609.20	5609.52	1121.84	2404.08	140.23	100.17	210.35	150.26	148.46	152.13
24.0	22	9/19/2026	298980.38	24915.03	12457.52	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	23	9/19/2026	306454.89	25537.91	12768.95	11786.40	11786.88	5893.20	5893.44	1178.64	2525.76	147.33	105.24	221.00	157.86	155.88	159.74
24.0	24	9/19/2026	314116.26	26176.36	13088.18	12081.60	12081.44	6040.80	6040.72	1208.16	2588.88	151.02	107.87	226.53	161.81	159.74	163.68

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	103399.03	8616.59	4308.29	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	163.68	55.14
25.0	B	9/19/2026	105984.00	8832.00	4416.00	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	C	9/19/2026	108633.60	9052.80	4526.40	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	D	9/19/2026	111349.44	9279.12	4639.56	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	E	9/19/2026	114133.18	9511.10	4755.55	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	F	9/19/2026	116986.51	9748.88	4874.44	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	G	9/19/2026	119911.17	9992.60	4996.30	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	H	9/19/2026	122908.95	10242.41	5121.21	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	I	9/19/2026	125981.67	10498.47	5249.24	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	J	9/19/2026	129131.21	10760.93	5380.47	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	K	9/19/2026	132359.50	11029.96	5514.98	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	L	9/19/2026	135668.48	11305.71	5652.85	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	M	9/19/2026	139060.19	11588.35	5794.17	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	N	9/19/2026	142536.70	11878.06	5939.03	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	O	9/19/2026	146100.12	12175.01	6087.51	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	P	9/19/2026	149752.62	12479.39	6239.69	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	Q	9/19/2026	153496.44	12791.37	6395.69	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	R	9/19/2026	157333.85	13111.15	6555.58	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	S	9/19/2026	161267.19	13438.93	6719.47	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	T	9/19/2026	165298.87	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
25.0	U	9/19/2026	169431.34	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
25.0	V	9/19/2026	173667.13	14472.26	7236.13	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	W	9/19/2026	178008.81	14834.07	7417.03	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	X	9/19/2026	182459.03	15204.92	7602.46	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	Y	9/19/2026	187020.50	15585.04	7792.52	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
25.0	Z	9/19/2026	191696.01	15974.67	7987.33	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62

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

25.0	01	9/19/2026	196488.41	16374.03	8187.02	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	02	9/19/2026	201400.62	16783.39	8391.69	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	03	9/19/2026	206435.64	17202.97	8601.49	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	04	9/19/2026	211596.53	17633.04	8816.52	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	05	9/19/2026	216886.44	18073.87	9036.94	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	06	9/19/2026	222308.60	18525.72	9262.86	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	07	9/19/2026	227866.32	18988.86	9494.43	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	08	9/19/2026	233562.98	19463.58	9731.79	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	09	9/19/2026	239402.05	19950.17	9975.09	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	10	9/19/2026	245387.10	20448.93	10224.46	9437.60	9438.24	4718.80	4719.12	943.76	2022.48	117.97	84.27	176.96	126.41	125.19	128.28
25.0	11	9/19/2026	251521.78	20960.15	10480.07	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	12	9/19/2026	257809.82	21484.15	10742.08	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	13	9/19/2026	264255.07	22021.26	11010.63	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	14	9/19/2026	270861.45	22571.79	11285.89	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	15	9/19/2026	277632.99	23136.08	11568.04	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	16	9/19/2026	284573.81	23714.48	11857.24	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
25.0	17	9/19/2026	291688.16	24307.35	12153.67	11218.40	11219.04	5609.20	5609.52	1121.84	2404.08	140.23	100.17	210.35	150.26	148.46	152.13
25.0	18	9/19/2026	298980.36	24915.03	12457.52	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	19	9/19/2026	306454.87	25537.91	12768.95	11786.40	11786.88	5893.20	5893.44	1178.64	2525.76	147.33	105.24	221.00	157.86	155.88	159.74
25.0	20	9/19/2026	314116.24	26176.35	13088.18	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	21	9/19/2026	321969.15	26830.76	13415.38	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	22	9/19/2026	330018.38	27501.53	13750.77	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	23	9/19/2026	338268.84	28189.07	14094.54	13010.40	13009.92	6505.20	6504.96	1301.04	2787.84	162.63	116.16	243.95	174.24	171.87	176.12
25.0	24	9/19/2026	346725.56	28893.80	14446.90	13335.20	13335.84	6667.60	6667.92	1333.52	2857.68	166.69	119.07	250.04	178.61	176.12	180.48

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	114133.18	9511.10	4755.55	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	180.48	60.66
26.0	B	9/19/2026	116986.51	9748.88	4874.44	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	C	9/19/2026	119911.17	9992.60	4996.30	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	D	9/19/2026	122908.95	10242.41	5121.21	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	E	9/19/2026	125981.67	10498.47	5249.24	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	F	9/19/2026	129131.22	10760.94	5380.47	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	G	9/19/2026	132359.50	11029.96	5514.98	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	H	9/19/2026	135668.48	11305.71	5652.85	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	I	9/19/2026	139060.19	11588.35	5794.17	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	J	9/19/2026	142536.70	11878.06	5939.03	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	K	9/19/2026	146100.12	12175.01	6087.51	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	L	9/19/2026	149752.62	12479.39	6239.69	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	M	9/19/2026	153496.44	12791.37	6395.69	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	N	9/19/2026	157333.85	13111.15	6555.58	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	O	9/19/2026	161267.19	13438.93	6719.47	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	P	9/19/2026	165298.87	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
26.0	Q	9/19/2026	169431.34	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
26.0	R	9/19/2026	173667.13	14472.26	7236.13	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	S	9/19/2026	178008.81	14834.07	7417.03	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	T	9/19/2026	182459.03	15204.92	7602.46	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	U	9/19/2026	187020.50	15585.04	7792.52	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	V	9/19/2026	191696.01	15974.67	7987.33	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	W	9/19/2026	196488.42	16374.04	8187.02	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	X	9/19/2026	201400.63	16783.39	8391.69	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	Y	9/19/2026	206435.64	17202.97	8601.49	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	105.62	108.21
26.0	Z	9/19/2026	211596.53	17633.04	8816.52	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87

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

26.0	01	9/19/2026	216886.44	18073.87	9036.94	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	02	9/19/2026	222308.60	18525.72	9262.86	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	03	9/19/2026	227866.32	18988.86	9494.43	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	04	9/19/2026	233562.98	19463.58	9731.79	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	05	9/19/2026	239402.05	19950.17	9975.09	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	06	9/19/2026	245387.10	20448.93	10224.46	9437.60	9438.24	4718.80	4719.12	943.76	2022.48	117.97	84.27	176.96	126.41	125.19	128.28
26.0	07	9/19/2026	251521.78	20960.15	10480.07	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	08	9/19/2026	257809.82	21484.15	10742.08	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	09	9/19/2026	264255.07	22021.26	11010.63	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	10	9/19/2026	270861.45	22571.79	11285.89	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	11	9/19/2026	277632.99	23136.08	11568.04	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	12	9/19/2026	284573.81	23714.48	11857.24	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
26.0	13	9/19/2026	291688.16	24307.35	12153.67	11218.40	11219.04	5609.20	5609.52	1121.84	2404.08	140.23	100.17	210.35	150.26	148.46	152.13
26.0	14	9/19/2026	298980.36	24915.03	12457.52	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	15	9/19/2026	306454.87	25537.91	12768.95	11786.40	11786.88	5893.20	5893.44	1178.64	2525.76	147.33	105.24	221.00	157.86	155.88	159.74
26.0	16	9/19/2026	314116.24	26176.35	13088.18	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	17	9/19/2026	321969.15	26830.76	13415.38	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	18	9/19/2026	330018.38	27501.53	13750.77	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	19	9/19/2026	338268.84	28189.07	14094.54	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	20	9/19/2026	346725.56	28893.80	14446.90	13335.20	13335.84	6667.60	6667.92	1333.52	2857.68	166.69	119.07	250.04	178.61	176.12	180.48
26.0	21	9/19/2026	355393.70	29616.14	14808.07	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.48	184.94
26.0	22	9/19/2026	364278.54	30356.55	15178.27	14010.40	14011.20	7005.20	7005.60	1401.04	3002.40	175.13	125.10	262.70	187.65	184.94	189.53
26.0	23	9/19/2026	373385.50	31115.46	15557.73	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.53	194.21
26.0	24	9/19/2026	382720.14	31893.35	15946.67	14720.00	14720.16	7360.00	7360.08	1472.00	3154.32	184.00	131.43	276.00	197.15	194.21	199.02

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	125981.67	10498.47	5249.24	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	199.02	66.77
27.0	B	9/19/2026	129131.21	10760.93	5380.47	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	C	9/19/2026	132359.50	11029.96	5514.98	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	D	9/19/2026	135668.48	11305.71	5652.85	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	E	9/19/2026	139060.19	11588.35	5794.17	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	F	9/19/2026	142536.70	11878.06	5939.03	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	G	9/19/2026	146100.12	12175.01	6087.51	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	H	9/19/2026	149752.62	12479.39	6239.69	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	I	9/19/2026	153496.44	12791.37	6395.69	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	J	9/19/2026	157333.85	13111.15	6555.58	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	K	9/19/2026	161267.19	13438.93	6719.47	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	L	9/19/2026	165298.87	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
27.0	M	9/19/2026	169431.34	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
27.0	N	9/19/2026	173667.13	14472.26	7236.13	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	O	9/19/2026	178008.81	14834.07	7417.03	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	P	9/19/2026	182459.03	15204.92	7602.46	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	Q	9/19/2026	187020.50	15585.04	7792.52	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	R	9/19/2026	191696.01	15974.67	7987.33	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	S	9/19/2026	196488.42	16374.04	8187.02	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	T	9/19/2026	201400.63	16783.39	8391.69	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	U	9/19/2026	206435.64	17202.97	8601.49	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	V	9/19/2026	211596.53	17633.04	8816.52	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	W	9/19/2026	216886.45	18073.87	9036.94	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	X	9/19/2026	222308.61	18525.72	9262.86	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	Y	9/19/2026	227866.32	18988.86	9494.43	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
27.0	Z	9/19/2026	233562.98	19463.58	9731.79	8983.20	8983.52	4491.60	4491.76	898.32	1925.04	112.29	80.21	168.44	120.32	119.25	122.19
							*** Incentive Steps Beyond Step T. ***										
27.0	01	9/19/2026	239402.05	19950.17	9975.09	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	02	9/19/2026	245387.10	20448.93	10224.46	9437.60	9438.24	4718.80	4719.12	943.76	2022.48	117.97	84.27	176.96	126.41	125.19	128.28
27.0	03	9/19/2026	251521.78	20960.15	10480.07	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	04	9/19/2026	257809.82	21484.15	10742.08	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	05	9/19/2026	264255.07	22021.26	11010.63	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	06	9/19/2026	270861.45	22571.79	11285.89	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	07	9/19/2026	277632.99	23136.08	11568.04	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	08	9/19/2026	284573.81	23714.48	11857.24	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
27.0	09	9/19/2026	291688.16	24307.35	12153.67	11218.40	11219.04	5609.20	5609.52	1121.84	2404.08	140.23	100.17	210.35	150.26	148.46	152.13
27.0	10	9/19/2026	298980.36	24915.03	12457.52	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	11	9/19/2026	306454.87	25537.91	12768.95	11786.40	11786.88	5893.20	5893.44	1178.64	2525.76	147.33	105.24	221.00	157.86	155.88	159.74
27.0	12	9/19/2026	314116.24	26176.35	13088.18	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	13	9/19/2026	321969.15	26830.76	13415.38	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	14	9/19/2026	330018.38	27501.53	13750.77	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	15	9/19/2026	338268.84	28189.07	14094.54	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	16	9/19/2026	346725.56	28893.80	14446.90	13335.20	13335.84	6667.60	6667.92	1333.52	2857.68	166.69	119.07	250.04	178.61	176.12	180.48
27.0	17	9/19/2026	355393.70	29616.14	14808.07	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.48	184.94
27.0	18	9/19/2026	364278.54	30356.55	15178.27	14010.40	14011.20	7005.20	7005.60	1401.04	3002.40	175.13	125.10	262.70	187.65	184.94	189.53
27.0	19	9/19/2026	373385.50	31115.46	15557.73	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	20	9/19/2026	382720.14	31893.35	15946.67	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	21	9/19/2026	392288.14	32690.68	16345.34	15088.00	15087.52	7544.00	7543.76	1508.80	3233.04	188.60	134.71	282.90	202.07	199.02	203.94
27.0	22	9/19/2026	402095.34	33507.95	16753.97	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.94	209.00
27.0	23	9/19/2026	412147.72	34345.64	17172.82	15852.00	15851.36	7926.00	7925.68	1585.20	3396.72	198.15	141.53	297.23	212.30	209.00	214.17
27.0	24	9/19/2026	422451.41	35204.28	17602.14	16248.00	16247.84	8124.00	8123.92	1624.80	3481.68	203.10	145.07	304.65	217.61	214.17	219.48

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	139060.19	11588.35	5794.17	5348.80	5348.00	2674.40	2674.00	534.88	1146.00	66.86	47.75	100.29	71.63	219.48	73.50
28.0	B	9/19/2026	142536.70	11878.06	5939.03	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	C	9/19/2026	146100.12	12175.01	6087.51	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	D	9/19/2026	149752.62	12479.39	6239.69	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	E	9/19/2026	153496.44	12791.37	6395.69	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	F	9/19/2026	157333.85	13111.15	6555.58	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	G	9/19/2026	161267.19	13438.93	6719.47	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	H	9/19/2026	165298.87	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
28.0	I	9/19/2026	169431.34	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
28.0	J	9/19/2026	173667.13	14472.26	7236.13	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	K	9/19/2026	178008.81	14834.07	7417.03	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	L	9/19/2026	182459.03	15204.92	7602.46	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	M	9/19/2026	187020.50	15585.04	7792.52	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	N	9/19/2026	191696.01	15974.67	7987.33	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	O	9/19/2026	196488.41	16374.03	8187.02	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	P	9/19/2026	201400.63	16783.39	8391.69	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	Q	9/19/2026	206435.64	17202.97	8601.49	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	R	9/19/2026	211596.53	17633.04	8816.52	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	S	9/19/2026	216886.45	18073.87	9036.94	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	T	9/19/2026	222308.61	18525.72	9262.86	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	U	9/19/2026	227866.32	18988.86	9494.43	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	V	9/19/2026	233562.98	19463.58	9731.79	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	W	9/19/2026	239402.05	19950.17	9975.09	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	X	9/19/2026	245387.11	20448.93	10224.46	9437.60	9438.24	4718.80	4719.12	943.76	2022.48	117.97	84.27	176.96	126.41	125.19	128.28
28.0	Y	9/19/2026	251521.78	20960.15	10480.07	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.28	131.43
28.0	Z	9/19/2026	257809.83	21484.15	10742.08	9916.00	9915.36	4958.00	4957.68	991.60	2124.72	123.95	88.53	185.93	132.80	131.43	134.67

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

28.0	01	9/19/2026	264255.08	22021.26	11010.63	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	02	9/19/2026	270861.46	22571.79	11285.89	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	03	9/19/2026	277633.00	23136.08	11568.04	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	04	9/19/2026	284573.83	23714.49	11857.24	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
28.0	05	9/19/2026	291688.18	24307.35	12153.67	11218.40	11219.04	5609.20	5609.52	1121.84	2404.08	140.23	100.17	210.35	150.26	148.46	152.13
28.0	06	9/19/2026	298980.38	24915.03	12457.52	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	07	9/19/2026	306454.89	25537.91	12768.95	11786.40	11786.88	5893.20	5893.44	1178.64	2525.76	147.33	105.24	221.00	157.86	155.88	159.74
28.0	08	9/19/2026	314116.26	26176.36	13088.18	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	09	9/19/2026	321969.17	26830.76	13415.38	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	10	9/19/2026	330018.40	27501.53	13750.77	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	11	9/19/2026	338268.86	28189.07	14094.54	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	12	9/19/2026	346725.58	28893.80	14446.90	13335.20	13335.84	6667.60	6667.92	1333.52	2857.68	166.69	119.07	250.04	178.61	176.12	180.48
28.0	13	9/19/2026	355393.72	29616.14	14808.07	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.48	184.94
28.0	14	9/19/2026	364278.56	30356.55	15178.27	14010.40	14011.20	7005.20	7005.60	1401.04	3002.40	175.13	125.10	262.70	187.65	184.94	189.53
28.0	15	9/19/2026	373385.52	31115.46	15557.73	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	16	9/19/2026	382720.16	31893.35	15946.67	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	17	9/19/2026	392288.16	32690.68	16345.34	15088.00	15087.52	7544.00	7543.76	1508.80	3233.04	188.60	134.71	282.90	202.07	199.02	203.94
28.0	18	9/19/2026	402095.36	33507.95	16753.97	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.94	209.00
28.0	19	9/19/2026	412147.74	34345.65	17172.82	15852.00	15851.36	7926.00	7925.68	1585.20	3396.72	198.15	141.53	297.23	212.30	209.00	214.17
28.0	20	9/19/2026	422451.43	35204.29	17602.14	16248.00	16247.84	8124.00	8123.92	1624.80	3481.68	203.10	145.07	304.65	217.61	214.17	219.48
28.0	21	9/19/2026	433012.72	36084.39	18042.20	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	22	9/19/2026	443838.04	36986.50	18493.25	17070.40	17071.04	8535.20	8535.52	1707.04	3658.08	213.38	152.42	320.07	228.63	224.93	230.51
28.0	23	9/19/2026	454933.99	37911.17	18955.58	17497.60	17497.76	8748.80	8748.88	1749.76	3749.52	218.72	156.23	328.08	234.35	230.51	236.22
28.0	24	9/19/2026	466307.34	38858.95	19429.47	17935.20	17934.56	8967.60	8967.28	1793.52	3843.12	224.19	160.13	336.29	240.20	236.22	242.07

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	153496.44	12791.37	6395.69	5904.00	5903.52	2952.00	2951.76	590.40	1265.04	73.80	52.71	110.70	79.07	242.07	80.94
29.0	B	9/19/2026	157333.85	13111.15	6555.58	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	C	9/19/2026	161267.19	13438.93	6719.47	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	D	9/19/2026	165298.87	13774.91	6887.45	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
29.0	E	9/19/2026	169431.34	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	87.02	89.15
29.0	F	9/19/2026	173667.13	14472.26	7236.13	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	G	9/19/2026	178008.81	14834.07	7417.03	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	H	9/19/2026	182459.03	15204.92	7602.46	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	I	9/19/2026	187020.50	15585.04	7792.52	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	J	9/19/2026	191696.01	15974.67	7987.33	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	K	9/19/2026	196488.41	16374.03	8187.02	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	L	9/19/2026	201400.63	16783.39	8391.69	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	M	9/19/2026	206435.64	17202.97	8601.49	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	N	9/19/2026	211596.53	17633.04	8816.52	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	O	9/19/2026	216886.45	18073.87	9036.94	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	P	9/19/2026	222308.61	18525.72	9262.86	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	Q	9/19/2026	227866.32	18988.86	9494.43	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	R	9/19/2026	233562.98	19463.58	9731.79	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	S	9/19/2026	239402.05	19950.17	9975.09	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	T	9/19/2026	245387.11	20448.93	10224.46	9437.60	9438.24	4718.80	4719.12	943.76	2022.48	117.97	84.27	176.96	126.41	125.19	128.28
29.0	U	9/19/2026	251521.78	20960.15	10480.07	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	V	9/19/2026	257809.83	21484.15	10742.08	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	W	9/19/2026	264255.07	22021.26	11010.63	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	X	9/19/2026	270861.45	22571.79	11285.89	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	Y	9/19/2026	277632.99	23136.08	11568.04	10678.40	10678.08	5339.20	5339.04	1067.84	2288.16	133.48	95.34	200.22	143.01	141.41	144.89
29.0	Z	9/19/2026	284573.81	23714.48	11857.24	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46

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

29.0	01	9/19/2026	291688.16	24307.35	12153.67	11218.40	11219.04	5609.20	5609.52	1121.84	2404.08	140.23	100.17	210.35	150.26	148.46	152.13
29.0	02	9/19/2026	298980.36	24915.03	12457.52	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	03	9/19/2026	306454.87	25537.91	12768.95	11786.40	11786.88	5893.20	5893.44	1178.64	2525.76	147.33	105.24	221.00	157.86	155.88	159.74
29.0	04	9/19/2026	314116.24	26176.35	13088.18	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	05	9/19/2026	321969.15	26830.76	13415.38	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	06	9/19/2026	330018.38	27501.53	13750.77	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	07	9/19/2026	338268.84	28189.07	14094.54	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	08	9/19/2026	346725.56	28893.80	14446.90	13335.20	13335.84	6667.60	6667.92	1333.52	2857.68	166.69	119.07	250.04	178.61	176.12	180.48
29.0	09	9/19/2026	355393.70	29616.14	14808.07	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.48	184.94
29.0	10	9/19/2026	364278.54	30356.55	15178.27	14010.40	14011.20	7005.20	7005.60	1401.04	3002.40	175.13	125.10	262.70	187.65	184.94	189.53
29.0	11	9/19/2026	373385.50	31115.46	15557.73	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	12	9/19/2026	382720.14	31893.35	15946.67	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	13	9/19/2026	392288.14	32690.68	16345.34	15088.00	15087.52	7544.00	7543.76	1508.80	3233.04	188.60	134.71	282.90	202.07	199.02	203.94
29.0	14	9/19/2026	402095.34	33507.95	16753.97	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.94	209.00
29.0	15	9/19/2026	412147.72	34345.64	17172.82	15852.00	15851.36	7926.00	7925.68	1585.20	3396.72	198.15	141.53	297.23	212.30	209.00	214.17
29.0	16	9/19/2026	422451.41	35204.28	17602.14	16248.00	16247.84	8124.00	8123.92	1624.80	3481.68	203.10	145.07	304.65	217.61	214.17	219.48
29.0	17	9/19/2026	433012.70	36084.39	18042.20	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	18	9/19/2026	443838.02	36986.50	18493.25	17070.40	17071.04	8535.20	8535.52	1707.04	3658.08	213.38	152.42	320.07	228.63	224.93	230.51
29.0	19	9/19/2026	454933.97	37911.16	18955.58	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	20	9/19/2026	466307.32	38858.94	19429.47	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	21	9/19/2026	477965.00	39830.42	19915.21	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	22	9/19/2026	489914.13	40826.18	20413.09	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	23	9/19/2026	502161.98	41846.83	20923.42	19313.60	19314.40	9656.80	9657.20	1931.36	4138.80	241.42	172.45	362.13	258.68	254.24	260.55
29.0	24	9/19/2026	514716.03	42893.00	21446.50	19796.80	19797.12	9898.40	9898.56	1979.68	4242.24	247.46	176.76	371.19	265.14	260.55	267.02

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	169431.34	14119.28	7059.64	6516.80	6516.16	3258.40	3258.08	651.68	1396.32	81.46	58.18	122.19	87.27	267.02	89.15
30.0	B	9/19/2026	173667.13	14472.26	7236.13	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	C	9/19/2026	178008.81	14834.07	7417.03	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	D	9/19/2026	182459.03	15204.92	7602.46	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	E	9/19/2026	187020.50	15585.04	7792.52	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	F	9/19/2026	191696.01	15974.67	7987.33	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	G	9/19/2026	196488.41	16374.03	8187.02	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	H	9/19/2026	201400.63	16783.39	8391.69	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	I	9/19/2026	206435.64	17202.97	8601.49	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	J	9/19/2026	211596.53	17633.04	8816.52	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	K	9/19/2026	216886.44	18073.87	9036.94	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	L	9/19/2026	222308.61	18525.72	9262.86	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	M	9/19/2026	227866.32	18988.86	9494.43	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	N	9/19/2026	233562.98	19463.58	9731.79	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	O	9/19/2026	239402.05	19950.17	9975.09	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	P	9/19/2026	245387.11	20448.93	10224.46	9437.60	9438.24	4718.80	4719.12	943.76	2022.48	117.97	84.27	176.96	126.41	125.19	128.28
30.0	Q	9/19/2026	251521.78	20960.15	10480.07	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	R	9/19/2026	257809.83	21484.15	10742.08	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	S	9/19/2026	264255.07	22021.26	11010.63	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	T	9/19/2026	270861.45	22571.79	11285.89	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	U	9/19/2026	277632.99	23136.08	11568.04	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	V	9/19/2026	284573.81	23714.48	11857.24	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
30.0	W	9/19/2026	291688.16	24307.35	12153.67	11218.40	11219.04	5609.20	5609.52	1121.84	2404.08	140.23	100.17	210.35	150.26	148.46	152.13
30.0	X	9/19/2026	298980.36	24915.03	12457.52	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	Y	9/19/2026	306454.87	25537.91	12768.95	11786.40	11786.88	5893.20	5893.44	1178.64	2525.76	147.33	105.24	221.00	157.86	155.88	159.74
30.0	Z	9/19/2026	314116.24	26176.35	13088.18	12081.60	12081.44	6040.80	6040.72	1208.16	2588.88	151.02	107.87	226.53	161.81	159.74	163.68
							*** Incentive Steps Beyond Step T. ***										
30.0	01	9/19/2026	321969.15	26830.76	13415.38	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	02	9/19/2026	330018.38	27501.53	13750.77	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	03	9/19/2026	338268.84	28189.07	14094.54	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	04	9/19/2026	346725.56	28893.80	14446.90	13335.20	13335.84	6667.60	6667.92	1333.52	2857.68	166.69	119.07	250.04	178.61	176.12	180.48
30.0	05	9/19/2026	355393.70	29616.14	14808.07	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.48	184.94
30.0	06	9/19/2026	364278.54	30356.55	15178.27	14010.40	14011.20	7005.20	7005.60	1401.04	3002.40	175.13	125.10	262.70	187.65	184.94	189.53
30.0	07	9/19/2026	373385.50	31115.46	15557.73	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	08	9/19/2026	382720.14	31893.35	15946.67	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	09	9/19/2026	392288.14	32690.68	16345.34	15088.00	15087.52	7544.00	7543.76	1508.80	3233.04	188.60	134.71	282.90	202.07	199.02	203.94
30.0	10	9/19/2026	402095.34	33507.95	16753.97	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.94	209.00
30.0	11	9/19/2026	412147.72	34345.64	17172.82	15852.00	15851.36	7926.00	7925.68	1585.20	3396.72	198.15	141.53	297.23	212.30	209.00	214.17
30.0	12	9/19/2026	422451.41	35204.28	17602.14	16248.00	16247.84	8124.00	8123.92	1624.80	3481.68	203.10	145.07	304.65	217.61	214.17	219.48
30.0	13	9/19/2026	433012.70	36084.39	18042.20	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	14	9/19/2026	443838.02	36986.50	18493.25	17070.40	17071.04	8535.20	8535.52	1707.04	3658.08	213.38	152.42	320.07	228.63	224.93	230.51
30.0	15	9/19/2026	454933.97	37911.16	18955.58	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	16	9/19/2026	466307.32	38858.94	19429.47	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	17	9/19/2026	477965.00	39830.42	19915.21	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	18	9/19/2026	489914.13	40826.18	20413.09	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	19	9/19/2026	502161.98	41846.83	20923.42	19313.60	19314.40	9656.80	9657.20	1931.36	4138.80	241.42	172.45	362.13	258.68	254.24	260.55
30.0	20	9/19/2026	514716.03	42893.00	21446.50	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	21	9/19/2026	527583.93	43965.33	21982.66	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	22	9/19/2026	540773.53	45064.46	22532.23	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	23	9/19/2026	554292.87	46191.07	23095.54	21319.20	21319.20	10659.60	10659.60	2131.92	4568.40	266.49	190.35	399.74	285.53	280.44	287.40
30.0	24	9/19/2026	568150.19	47345.85	23672.92	21852.00	21852.32	10926.00	10926.16	2185.20	4682.64	273.15	195.11	409.73	292.67	287.40	294.54

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	187020.50	15585.04	7792.52	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	294.54	98.21
31.0	B	9/19/2026	191696.01	15974.67	7987.33	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	C	9/19/2026	196488.41	16374.03	8187.02	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	D	9/19/2026	201400.63	16783.39	8391.69	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	E	9/19/2026	206435.64	17202.97	8601.49	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	F	9/19/2026	211596.53	17633.04	8816.52	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	G	9/19/2026	216886.44	18073.87	9036.94	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	H	9/19/2026	222308.61	18525.72	9262.86	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	I	9/19/2026	227866.32	18988.86	9494.43	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	J	9/19/2026	233562.98	19463.58	9731.79	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	K	9/19/2026	239402.05	19950.17	9975.09	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	L	9/19/2026	245387.11	20448.93	10224.46	9437.60	9438.24	4718.80	4719.12	943.76	2022.48	117.97	84.27	176.96	126.41	125.19	128.28
31.0	M	9/19/2026	251521.78	20960.15	10480.07	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	N	9/19/2026	257809.83	21484.15	10742.08	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	O	9/19/2026	264255.07	22021.26	11010.63	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	P	9/19/2026	270861.45	22571.79	11285.89	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	Q	9/19/2026	277632.99	23136.08	11568.04	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	R	9/19/2026	284573.81	23714.48	11857.24	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
31.0	S	9/19/2026	291688.16	24307.35	12153.67	11218.40	11219.04	5609.20	5609.52	1121.84	2404.08	140.23	100.17	210.35	150.26	148.46	152.13
31.0	T	9/19/2026	298980.36	24915.03	12457.52	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	U	9/19/2026	306454.87	25537.91	12768.95	11786.40	11786.88	5893.20	5893.44	1178.64	2525.76	147.33	105.24	221.00	157.86	155.88	159.74
31.0	V	9/19/2026	314116.24	26176.35	13088.18	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	W	9/19/2026	321969.15	26830.76	13415.38	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	X	9/19/2026	330018.38	27501.53	13750.77	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	Y	9/19/2026	338268.83	28189.07	14094.53	13010.40	13009.92	6505.20	6504.96	1301.04	2787.84	162.63	116.16	243.95	174.24	171.87	176.12
31.0	Z	9/19/2026	346725.56	28893.80	14446.90	13335.20	13335.84	6667.60	6667.92	1333.52	2857.68	166.69	119.07	250.04	178.61	176.12	180.48

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

31.0	01	9/19/2026	355393.70	29616.14	14808.07	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.48	184.94
31.0	02	9/19/2026	364278.54	30356.55	15178.27	14010.40	14011.20	7005.20	7005.60	1401.04	3002.40	175.13	125.10	262.70	187.65	184.94	189.53
31.0	03	9/19/2026	373385.50	31115.46	15557.73	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	04	9/19/2026	382720.14	31893.35	15946.67	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	05	9/19/2026	392288.14	32690.68	16345.34	15088.00	15087.52	7544.00	7543.76	1508.80	3233.04	188.60	134.71	282.90	202.07	199.02	203.94
31.0	06	9/19/2026	402095.34	33507.95	16753.97	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.94	209.00
31.0	07	9/19/2026	412147.72	34345.64	17172.82	15852.00	15851.36	7926.00	7925.68	1585.20	3396.72	198.15	141.53	297.23	212.30	209.00	214.17
31.0	08	9/19/2026	422451.41	35204.28	17602.14	16248.00	16247.84	8124.00	8123.92	1624.80	3481.68	203.10	145.07	304.65	217.61	214.17	219.48
31.0	09	9/19/2026	433012.70	36084.39	18042.20	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	10	9/19/2026	443838.02	36986.50	18493.25	17070.40	17071.04	8535.20	8535.52	1707.04	3658.08	213.38	152.42	320.07	228.63	224.93	230.51
31.0	11	9/19/2026	454933.97	37911.16	18955.58	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	12	9/19/2026	466307.32	38858.94	19429.47	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	13	9/19/2026	477965.00	39830.42	19915.21	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	14	9/19/2026	489914.13	40826.18	20413.09	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	15	9/19/2026	502161.98	41846.83	20923.42	19313.60	19314.40	9656.80	9657.20	1931.36	4138.80	241.42	172.45	362.13	258.68	254.24	260.55
31.0	16	9/19/2026	514716.03	42893.00	21446.50	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	17	9/19/2026	527583.93	43965.33	21982.66	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	18	9/19/2026	540773.53	45064.46	22532.23	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	19	9/19/2026	554292.87	46191.07	23095.54	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	20	9/19/2026	568150.19	47345.85	23672.92	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	21	9/19/2026	582353.94	48529.50	24264.75	22398.40	22397.76	11199.20	11198.88	2239.84	4799.52	279.98	199.98	419.97	299.97	294.54	301.85
31.0	22	9/19/2026	596912.79	49742.73	24871.37	22958.40	22957.76	11479.20	11478.88	2295.84	4919.52	286.98	204.98	430.47	307.47	301.85	309.35
31.0	23	9/19/2026	611835.61	50986.30	25493.15	23532.00	23532.32	11766.00	11766.16	2353.20	5042.64	294.15	210.11	441.23	315.17	309.35	317.04
31.0	24	9/19/2026	627131.50	52260.96	26130.48	24120.80	24120.32	12060.40	12060.16	2412.08	5168.64	301.51	215.36	452.27	323.04	317.04	324.92

Jurisdiction: 22 - UTILITIES BD CITY OF BAYOU LA BATRE AP - 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	9/19/2026	206435.64	17202.97	8601.49	7940.00	7939.68	3970.00	3969.84	794.00	1701.36	99.25	70.89	148.88	106.34	324.92	108.21
32.0	B	9/19/2026	211596.53	17633.04	8816.52	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	C	9/19/2026	216886.44	18073.87	9036.94	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	D	9/19/2026	222308.61	18525.72	9262.86	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	E	9/19/2026	227866.32	18988.86	9494.43	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	F	9/19/2026	233562.98	19463.58	9731.79	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	G	9/19/2026	239402.05	19950.17	9975.09	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	H	9/19/2026	245387.11	20448.93	10224.46	9437.60	9438.24	4718.80	4719.12	943.76	2022.48	117.97	84.27	176.96	126.41	125.19	128.28
32.0	I	9/19/2026	251521.78	20960.15	10480.07	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	J	9/19/2026	257809.83	21484.15	10742.08	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	K	9/19/2026	264255.07	22021.26	11010.63	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	L	9/19/2026	270861.45	22571.79	11285.89	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	M	9/19/2026	277632.99	23136.08	11568.04	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	N	9/19/2026	284573.81	23714.48	11857.24	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
32.0	O	9/19/2026	291688.16	24307.35	12153.67	11218.40	11219.04	5609.20	5609.52	1121.84	2404.08	140.23	100.17	210.35	150.26	148.46	152.13
32.0	P	9/19/2026	298980.36	24915.03	12457.52	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	Q	9/19/2026	306454.87	25537.91	12768.95	11786.40	11786.88	5893.20	5893.44	1178.64	2525.76	147.33	105.24	221.00	157.86	155.88	159.74
32.0	R	9/19/2026	314116.24	26176.35	13088.18	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	S	9/19/2026	321969.15	26830.76	13415.38	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	T	9/19/2026	330018.38	27501.53	13750.77	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	U	9/19/2026	338268.83	28189.07	14094.53	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	V	9/19/2026	346725.56	28893.80	14446.90	13335.20	13335.84	6667.60	6667.92	1333.52	2857.68	166.69	119.07	250.04	178.61	176.12	180.48
32.0	W	9/19/2026	355393.69	29616.14	14808.07	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.48	184.94
32.0	X	9/19/2026	364278.54	30356.55	15178.27	14010.40	14011.20	7005.20	7005.60	1401.04	3002.40	175.13	125.10	262.70	187.65	184.94	189.53
32.0	Y	9/19/2026	373385.50	31115.46	15557.73	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.53	194.21
32.0	Z	9/19/2026	382720.14	31893.35	15946.67	14720.00	14720.16	7360.00	7360.08	1472.00	3154.32	184.00	131.43	276.00	197.15	194.21	199.02

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

32.0	01	9/19/2026	392288.14	32690.68	16345.34	15088.00	15087.52	7544.00	7543.76	1508.80	3233.04	188.60	134.71	282.90	202.07	199.02	203.94
32.0	02	9/19/2026	402095.34	33507.95	16753.97	15465.60	15464.96	7732.80	7732.48	1546.56	3313.92	193.32	138.08	289.98	207.12	203.94	209.00
32.0	03	9/19/2026	412147.72	34345.64	17172.82	15852.00	15851.36	7926.00	7925.68	1585.20	3396.72	198.15	141.53	297.23	212.30	209.00	214.17
32.0	04	9/19/2026	422451.41	35204.28	17602.14	16248.00	16247.84	8124.00	8123.92	1624.80	3481.68	203.10	145.07	304.65	217.61	214.17	219.48
32.0	05	9/19/2026	433012.70	36084.39	18042.20	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	06	9/19/2026	443838.02	36986.50	18493.25	17070.40	17071.04	8535.20	8535.52	1707.04	3658.08	213.38	152.42	320.07	228.63	224.93	230.51
32.0	07	9/19/2026	454933.97	37911.16	18955.58	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	08	9/19/2026	466307.32	38858.94	19429.47	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	09	9/19/2026	477965.00	39830.42	19915.21	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	10	9/19/2026	489914.13	40826.18	20413.09	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	11	9/19/2026	502161.98	41846.83	20923.42	19313.60	19314.40	9656.80	9657.20	1931.36	4138.80	241.42	172.45	362.13	258.68	254.24	260.55
32.0	12	9/19/2026	514716.03	42893.00	21446.50	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	13	9/19/2026	527583.93	43965.33	21982.66	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	14	9/19/2026	540773.53	45064.46	22532.23	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	15	9/19/2026	554292.87	46191.07	23095.54	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	16	9/19/2026	568150.19	47345.85	23672.92	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	17	9/19/2026	582353.94	48529.50	24264.75	22398.40	22397.76	11199.20	11198.88	2239.84	4799.52	279.98	199.98	419.97	299.97	294.54	301.85
32.0	18	9/19/2026	596912.79	49742.73	24871.37	22958.40	22957.76	11479.20	11478.88	2295.84	4919.52	286.98	204.98	430.47	307.47	301.85	309.35
32.0	19	9/19/2026	611835.61	50986.30	25493.15	23532.00	23532.32	11766.00	11766.16	2353.20	5042.64	294.15	210.11	441.23	315.17	309.35	317.04
32.0	20	9/19/2026	627131.50	52260.96	26130.48	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	21	9/19/2026	642809.79	53567.48	26783.74	24723.20	24724.00	12361.60	12362.00	2472.32	5298.00	309.04	220.75	463.56	331.13	324.92	333.00
32.0	22	9/19/2026	658880.03	54906.67	27453.33	25341.60	25341.12	12670.80	12670.56	2534.16	5430.24	316.77	226.26	475.16	339.39	333.00	341.27
32.0	23	9/19/2026	675352.03	56279.34	28139.67	25975.20	25975.04	12987.60	12987.52	2597.52	5566.08	324.69	231.92	487.04	347.88	341.27	349.76
32.0	24	9/19/2026	692235.83	57686.32	28843.16	26624.80	26624.64	13312.40	13312.32	2662.48	5705.28	332.81	237.72	499.22	356.58	349.76	358.46