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

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

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| GRADE | STEP | DATE EFFECTIVE | ANNUAL | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY | FIRE WEEKLY | DAILY | FIRE DAILY | HOURLY | FIRE HOURLY | OVTIME | FIRE OVTIME | SUBSIS OVTIME | FIRE SUBSIS OVTIME |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1.0 | A | 3/15/2026 | 27935.40 | 2327.95 | 1163.98 | 1074.40 | 1074.08 | 537.20 | 537.04 | 107.44 | 230.16 | 13.43 | 9.59 | 20.15 | 14.39 | | 16.26 |
| 1.0 | B | 3/15/2026 | 28633.78 | 2386.15 | 1193.07 | 1101.60 | 1100.96 | 550.80 | 550.48 | 110.16 | 235.92 | 13.77 | 9.83 | 20.66 | 14.75 | 16.26 | 16.62 |
| 1.0 | C | 3/15/2026 | 29349.63 | 2445.80 | 1222.90 | 1128.80 | 1128.96 | 564.40 | 564.48 | 112.88 | 241.92 | 14.11 | 10.08 | 21.17 | 15.12 | 16.62 | 17.00 |
| 1.0 | D | 3/15/2026 | 30083.37 | 2506.95 | 1253.47 | 1156.80 | 1156.96 | 578.40 | 578.48 | 115.68 | 247.92 | 14.46 | 10.33 | 21.69 | 15.50 | 17.00 | 17.37 |
| 1.0 | E | 3/15/2026 | 30835.45 | 2569.62 | 1284.81 | 1185.60 | 1186.08 | 592.80 | 593.04 | 118.56 | 254.16 | 14.82 | 10.59 | 22.23 | 15.89 | 17.37 | 17.76 |
| 1.0 | F | 3/15/2026 | 31606.34 | 2633.86 | 1316.93 | 1216.00 | 1215.20 | 608.00 | 607.60 | 121.60 | 260.40 | 15.20 | 10.85 | 22.80 | 16.28 | 17.76 | 18.15 |
| 1.0 | G | 3/15/2026 | 32396.50 | 2699.71 | 1349.85 | 1246.40 | 1246.56 | 623.20 | 623.28 | 124.64 | 267.12 | 15.58 | 11.13 | 23.37 | 16.70 | 18.15 | 18.57 |
| 1.0 | H | 3/15/2026 | 33206.41 | 2767.20 | 1383.60 | 1276.80 | 1276.80 | 638.40 | 638.40 | 127.68 | 273.60 | 15.96 | 11.40 | 23.94 | 17.10 | 18.57 | 18.98 |
| 1.0 | I | 3/15/2026 | 34036.57 | 2836.38 | 1418.19 | 1308.80 | 1309.28 | 654.40 | 654.64 | 130.88 | 280.56 | 16.36 | 11.69 | 24.54 | 17.54 | 18.98 | 19.41 |
| 1.0 | J | 3/15/2026 | 34887.48 | 2907.29 | 1453.65 | 1341.60 | 1341.76 | 670.80 | 670.88 | 134.16 | 287.52 | 16.77 | 11.98 | 25.16 | 17.97 | 19.41 | 19.85 |
| 1.0 | K | 3/15/2026 | 35759.67 | 2979.97 | 1489.99 | 1375.20 | 1375.36 | 687.60 | 687.68 | 137.52 | 294.72 | 17.19 | 12.28 | 25.79 | 18.42 | 19.85 | 20.30 |
| 1.0 | L | 3/15/2026 | 36653.66 | 3054.47 | 1527.24 | 1409.60 | 1410.08 | 704.80 | 705.04 | 140.96 | 302.16 | 17.62 | 12.59 | 26.43 | 18.89 | 20.30 | 20.76 |
| 1.0 | M | 3/15/2026 | 37570.00 | 3130.83 | 1565.42 | 1444.80 | 1444.80 | 722.40 | 722.40 | 144.48 | 309.60 | 18.06 | 12.90 | 27.09 | 19.35 | 20.76 | 21.23 |
| 1.0 | N | 3/15/2026 | 38509.25 | 3209.10 | 1604.55 | 1480.80 | 1480.64 | 740.40 | 740.32 | 148.08 | 317.28 | 18.51 | 13.22 | 27.77 | 19.83 | 21.23 | 21.71 |
| 1.0 | O | 3/15/2026 | 39471.98 | 3289.33 | 1644.67 | 1518.40 | 1517.60 | 759.20 | 758.80 | 151.84 | 325.20 | 18.98 | 13.55 | 28.47 | 20.33 | 21.71 | 22.20 |
| 1.0 | P | 3/15/2026 | 40458.78 | 3371.57 | 1685.78 | 1556.00 | 1555.68 | 778.00 | 777.84 | 155.60 | 333.36 | 19.45 | 13.89 | 29.18 | 20.84 | 22.20 | 22.71 |
| 1.0 | Q | 3/15/2026 | 41470.25 | 3455.85 | 1727.93 | 1595.20 | 1594.88 | 797.60 | 797.44 | 159.52 | 341.76 | 19.94 | 14.24 | 29.91 | 21.36 | 22.71 | 23.24 |
| 1.0 | R | 3/15/2026 | 42507.01 | 3542.25 | 1771.13 | 1635.20 | 1635.20 | 817.60 | 817.60 | 163.52 | 350.40 | 20.44 | 14.60 | 30.66 | 21.90 | 23.24 | 23.78 |
| 1.0 | S | 3/15/2026 | 43569.68 | 3630.81 | 1815.40 | 1676.00 | 1675.52 | 838.00 | 837.76 | 167.60 | 359.04 | 20.95 | 14.96 | 31.43 | 22.44 | 23.78 | 24.32 |
| 1.0 | T | 3/15/2026 | 44658.93 | 3721.58 | 1860.79 | 1717.60 | 1718.08 | 858.80 | 859.04 | 171.76 | 368.16 | 21.47 | 15.34 | 32.21 | 23.01 | 24.32 | 24.89 |
| 1.0 | U | 3/15/2026 | 45775.40 | 3814.62 | 1907.31 | 1760.80 | 1760.64 | 880.40 | 880.32 | 176.08 | 377.28 | 22.01 | 15.72 | 33.02 | 23.58 | 24.89 | 25.46 |
| 1.0 | V | 3/15/2026 | 46919.78 | 3909.98 | 1954.99 | 1804.80 | 1804.32 | 902.40 | 902.16 | 180.48 | 386.64 | 22.56 | 16.11 | 33.84 | 24.17 | 25.46 | 26.04 |
| 1.0 | W | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 26.04 | 26.66 |
| 1.0 | X | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 1.0 | Y | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 1.0 | Z | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1.0 | 01 | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 1.0 | 02 | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 1.0 | 03 | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 1.0 | 04 | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 1.0 | 05 | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 1.0 | 06 | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 1.0 | 07 | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 1.0 | 08 | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 1.0 | 09 | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 1.0 | 10 | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 1.0 | 11 | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 1.0 | 12 | 3/15/2026 | 69652.69 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 1.0 | 13 | 3/15/2026 | 71394.01 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 1.0 | 14 | 3/15/2026 | 73178.86 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 1.0 | 15 | 3/15/2026 | 75008.33 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 1.0 | 16 | 3/15/2026 | 76883.54 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 1.0 | 17 | 3/15/2026 | 78805.63 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 1.0 | 18 | 3/15/2026 | 80775.77 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 1.0 | 19 | 3/15/2026 | 82795.16 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 1.0 | 20 | 3/15/2026 | 84865.04 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 1.0 | 21 | 3/15/2026 | 86986.67 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 1.0 | 22 | 3/15/2026 | 89161.34 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 1.0 | 23 | 3/15/2026 | 91390.37 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 1.0 | 24 | 3/15/2026 | 93675.13 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |

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| GRADE | STEP | DATE EFFECTIVE | ANNUAL | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY | FIRE WEEKLY | DAILY | FIRE DAILY | HOURLY | FIRE HOURLY | OVTIME | FIRE OVTIME | SUBSIS OVTIME | FIRE SUBSIS OVTIME |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2.0 | A | 3/15/2026 | 29349.63 | 2445.80 | 1222.90 | 1128.80 | 1128.96 | 564.40 | 564.48 | 112.88 | 241.92 | 14.11 | 10.08 | 21.17 | 15.12 | 50.13 | 17.00 |
| 2.0 | B | 3/15/2026 | 30083.37 | 2506.95 | 1253.47 | 1156.80 | 1156.96 | 578.40 | 578.48 | 115.68 | 247.92 | 14.46 | 10.33 | 21.69 | 15.50 | 17.00 | 17.37 |
| 2.0 | C | 3/15/2026 | 30835.45 | 2569.62 | 1284.81 | 1185.60 | 1186.08 | 592.80 | 593.04 | 118.56 | 254.16 | 14.82 | 10.59 | 22.23 | 15.89 | 17.37 | 17.76 |
| 2.0 | D | 3/15/2026 | 31606.34 | 2633.86 | 1316.93 | 1216.00 | 1215.20 | 608.00 | 607.60 | 121.60 | 260.40 | 15.20 | 10.85 | 22.80 | 16.28 | 17.76 | 18.15 |
| 2.0 | E | 3/15/2026 | 32396.50 | 2699.71 | 1349.85 | 1246.40 | 1246.56 | 623.20 | 623.28 | 124.64 | 267.12 | 15.58 | 11.13 | 23.37 | 16.70 | 18.15 | 18.57 |
| 2.0 | F | 3/15/2026 | 33206.41 | 2767.20 | 1383.60 | 1276.80 | 1276.80 | 638.40 | 638.40 | 127.68 | 273.60 | 15.96 | 11.40 | 23.94 | 17.10 | 18.57 | 18.98 |
| 2.0 | G | 3/15/2026 | 34036.57 | 2836.38 | 1418.19 | 1308.80 | 1309.28 | 654.40 | 654.64 | 130.88 | 280.56 | 16.36 | 11.69 | 24.54 | 17.54 | 18.98 | 19.41 |
| 2.0 | H | 3/15/2026 | 34887.48 | 2907.29 | 1453.65 | 1341.60 | 1341.76 | 670.80 | 670.88 | 134.16 | 287.52 | 16.77 | 11.98 | 25.16 | 17.97 | 19.41 | 19.85 |
| 2.0 | I | 3/15/2026 | 35759.67 | 2979.97 | 1489.99 | 1375.20 | 1375.36 | 687.60 | 687.68 | 137.52 | 294.72 | 17.19 | 12.28 | 25.79 | 18.42 | 19.85 | 20.30 |
| 2.0 | J | 3/15/2026 | 36653.66 | 3054.47 | 1527.24 | 1409.60 | 1410.08 | 704.80 | 705.04 | 140.96 | 302.16 | 17.62 | 12.59 | 26.43 | 18.89 | 20.30 | 20.76 |
| 2.0 | K | 3/15/2026 | 37570.00 | 3130.83 | 1565.42 | 1444.80 | 1444.80 | 722.40 | 722.40 | 144.48 | 309.60 | 18.06 | 12.90 | 27.09 | 19.35 | 20.76 | 21.23 |
| 2.0 | L | 3/15/2026 | 38509.25 | 3209.10 | 1604.55 | 1480.80 | 1480.64 | 740.40 | 740.32 | 148.08 | 317.28 | 18.51 | 13.22 | 27.77 | 19.83 | 21.23 | 21.71 |
| 2.0 | M | 3/15/2026 | 39471.98 | 3289.33 | 1644.67 | 1518.40 | 1517.60 | 759.20 | 758.80 | 151.84 | 325.20 | 18.98 | 13.55 | 28.47 | 20.33 | 21.71 | 22.20 |
| 2.0 | N | 3/15/2026 | 40458.78 | 3371.57 | 1685.78 | 1556.00 | 1555.68 | 778.00 | 777.84 | 155.60 | 333.36 | 19.45 | 13.89 | 29.18 | 20.84 | 22.20 | 22.71 |
| 2.0 | O | 3/15/2026 | 41470.25 | 3455.85 | 1727.93 | 1595.20 | 1594.88 | 797.60 | 797.44 | 159.52 | 341.76 | 19.94 | 14.24 | 29.91 | 21.36 | 22.71 | 23.24 |
| 2.0 | P | 3/15/2026 | 42507.01 | 3542.25 | 1771.13 | 1635.20 | 1635.20 | 817.60 | 817.60 | 163.52 | 350.40 | 20.44 | 14.60 | 30.66 | 21.90 | 23.24 | 23.78 |
| 2.0 | Q | 3/15/2026 | 43569.68 | 3630.81 | 1815.40 | 1676.00 | 1675.52 | 838.00 | 837.76 | 167.60 | 359.04 | 20.95 | 14.96 | 31.43 | 22.44 | 23.78 | 24.32 |
| 2.0 | R | 3/15/2026 | 44658.93 | 3721.58 | 1860.79 | 1717.60 | 1718.08 | 858.80 | 859.04 | 171.76 | 368.16 | 21.47 | 15.34 | 32.21 | 23.01 | 24.32 | 24.89 |
| 2.0 | S | 3/15/2026 | 45775.40 | 3814.62 | 1907.31 | 1760.80 | 1760.64 | 880.40 | 880.32 | 176.08 | 377.28 | 22.01 | 15.72 | 33.02 | 23.58 | 24.89 | 25.46 |
| 2.0 | T | 3/15/2026 | 46919.78 | 3909.98 | 1954.99 | 1804.80 | 1804.32 | 902.40 | 902.16 | 180.48 | 386.64 | 22.56 | 16.11 | 33.84 | 24.17 | 25.46 | 26.04 |
| 2.0 | U | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 26.04 | 26.66 |
| 2.0 | V | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 2.0 | W | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 2.0 | X | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 2.0 | Y | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 2.0 | Z | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 2.0 | 01 | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 2.0 | 02 | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 2.0 | 03 | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 2.0 | 04 | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 2.0 | 05 | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 2.0 | 06 | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 2.0 | 07 | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 2.0 | 08 | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 2.0 | 09 | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 2.0 | 10 | 3/15/2026 | 69652.69 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 2.0 | 11 | 3/15/2026 | 71394.01 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 2.0 | 12 | 3/15/2026 | 73178.86 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 2.0 | 13 | 3/15/2026 | 75008.33 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 2.0 | 14 | 3/15/2026 | 76883.54 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 2.0 | 15 | 3/15/2026 | 78805.63 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 2.0 | 16 | 3/15/2026 | 80775.77 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 2.0 | 17 | 3/15/2026 | 82795.16 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 2.0 | 18 | 3/15/2026 | 84865.04 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 2.0 | 19 | 3/15/2026 | 86986.67 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 2.0 | 20 | 3/15/2026 | 89161.34 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 2.0 | 21 | 3/15/2026 | 91390.37 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 2.0 | 22 | 3/15/2026 | 93675.13 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 2.0 | 23 | 3/15/2026 | 96017.01 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 2.0 | 24 | 3/15/2026 | 98417.44 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 30835.45 | 2569.62 | 1284.81 | 1185.60 | 1186.08 | 592.80 | 593.04 | 118.56 | 254.16 | 14.82 | 10.59 | 22.23 | 15.89 | 52.58 | 17.76 |
| 3.0 | B | 3/15/2026 | 31606.34 | 2633.86 | 1316.93 | 1216.00 | 1215.20 | 608.00 | 607.60 | 121.60 | 260.40 | 15.20 | 10.85 | 22.80 | 16.28 | 17.76 | 18.15 |
| 3.0 | C | 3/15/2026 | 32396.50 | 2699.71 | 1349.85 | 1246.40 | 1246.56 | 623.20 | 623.28 | 124.64 | 267.12 | 15.58 | 11.13 | 23.37 | 16.70 | 18.15 | 18.57 |
| 3.0 | D | 3/15/2026 | 33206.41 | 2767.20 | 1383.60 | 1276.80 | 1276.80 | 638.40 | 638.40 | 127.68 | 273.60 | 15.96 | 11.40 | 23.94 | 17.10 | 18.57 | 18.98 |
| 3.0 | E | 3/15/2026 | 34036.57 | 2836.38 | 1418.19 | 1308.80 | 1309.28 | 654.40 | 654.64 | 130.88 | 280.56 | 16.36 | 11.69 | 24.54 | 17.54 | 18.98 | 19.41 |
| 3.0 | F | 3/15/2026 | 34887.48 | 2907.29 | 1453.65 | 1341.60 | 1341.76 | 670.80 | 670.88 | 134.16 | 287.52 | 16.77 | 11.98 | 25.16 | 17.97 | 19.41 | 19.85 |
| 3.0 | G | 3/15/2026 | 35759.67 | 2979.97 | 1489.99 | 1375.20 | 1375.36 | 687.60 | 687.68 | 137.52 | 294.72 | 17.19 | 12.28 | 25.79 | 18.42 | 19.85 | 20.30 |
| 3.0 | H | 3/15/2026 | 36653.66 | 3054.47 | 1527.24 | 1409.60 | 1410.08 | 704.80 | 705.04 | 140.96 | 302.16 | 17.62 | 12.59 | 26.43 | 18.89 | 20.30 | 20.76 |
| 3.0 | I | 3/15/2026 | 37570.00 | 3130.83 | 1565.42 | 1444.80 | 1444.80 | 722.40 | 722.40 | 144.48 | 309.60 | 18.06 | 12.90 | 27.09 | 19.35 | 20.76 | 21.23 |
| 3.0 | J | 3/15/2026 | 38509.25 | 3209.10 | 1604.55 | 1480.80 | 1480.64 | 740.40 | 740.32 | 148.08 | 317.28 | 18.51 | 13.22 | 27.77 | 19.83 | 21.23 | 21.71 |
| 3.0 | K | 3/15/2026 | 39471.98 | 3289.33 | 1644.67 | 1518.40 | 1517.60 | 759.20 | 758.80 | 151.84 | 325.20 | 18.98 | 13.55 | 28.47 | 20.33 | 21.71 | 22.20 |
| 3.0 | L | 3/15/2026 | 40458.78 | 3371.57 | 1685.78 | 1556.00 | 1555.68 | 778.00 | 777.84 | 155.60 | 333.36 | 19.45 | 13.89 | 29.18 | 20.84 | 22.20 | 22.71 |
| 3.0 | M | 3/15/2026 | 41470.25 | 3455.85 | 1727.93 | 1595.20 | 1594.88 | 797.60 | 797.44 | 159.52 | 341.76 | 19.94 | 14.24 | 29.91 | 21.36 | 22.71 | 23.24 |
| 3.0 | N | 3/15/2026 | 42507.01 | 3542.25 | 1771.13 | 1635.20 | 1635.20 | 817.60 | 817.60 | 163.52 | 350.40 | 20.44 | 14.60 | 30.66 | 21.90 | 23.24 | 23.78 |
| 3.0 | O | 3/15/2026 | 43569.68 | 3630.81 | 1815.40 | 1676.00 | 1675.52 | 838.00 | 837.76 | 167.60 | 359.04 | 20.95 | 14.96 | 31.43 | 22.44 | 23.78 | 24.32 |
| 3.0 | P | 3/15/2026 | 44658.93 | 3721.58 | 1860.79 | 1717.60 | 1718.08 | 858.80 | 859.04 | 171.76 | 368.16 | 21.47 | 15.34 | 32.21 | 23.01 | 24.32 | 24.89 |
| 3.0 | Q | 3/15/2026 | 45775.40 | 3814.62 | 1907.31 | 1760.80 | 1760.64 | 880.40 | 880.32 | 176.08 | 377.28 | 22.01 | 15.72 | 33.02 | 23.58 | 24.89 | 25.46 |
| 3.0 | R | 3/15/2026 | 46919.78 | 3909.98 | 1954.99 | 1804.80 | 1804.32 | 902.40 | 902.16 | 180.48 | 386.64 | 22.56 | 16.11 | 33.84 | 24.17 | 25.46 | 26.04 |
| 3.0 | S | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 26.04 | 26.66 |
| 3.0 | T | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 3.0 | U | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 3.0 | V | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 3.0 | W | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 3.0 | X | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 3.0 | Y | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 3.0 | Z | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 3.0 | 01 | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 3.0 | 02 | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 3.0 | 03 | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 3.0 | 04 | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 3.0 | 05 | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 3.0 | 06 | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 3.0 | 07 | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 3.0 | 08 | 3/15/2026 | 69652.69 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 3.0 | 09 | 3/15/2026 | 71394.01 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 3.0 | 10 | 3/15/2026 | 73178.86 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 3.0 | 11 | 3/15/2026 | 75008.33 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 3.0 | 12 | 3/15/2026 | 76883.54 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 3.0 | 13 | 3/15/2026 | 78805.63 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 3.0 | 14 | 3/15/2026 | 80775.77 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 3.0 | 15 | 3/15/2026 | 82795.16 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 3.0 | 16 | 3/15/2026 | 84865.04 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 3.0 | 17 | 3/15/2026 | 86986.67 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 3.0 | 18 | 3/15/2026 | 89161.34 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 3.0 | 19 | 3/15/2026 | 91390.37 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 3.0 | 20 | 3/15/2026 | 93675.13 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 3.0 | 21 | 3/15/2026 | 96017.01 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 3.0 | 22 | 3/15/2026 | 98417.44 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 3.0 | 23 | 3/15/2026 | 100877.88 | 8406.49 | 4203.25 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 3.0 | 24 | 3/15/2026 | 103399.83 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 32396.50 | 2699.71 | 1349.85 | 1246.40 | 1246.56 | 623.20 | 623.28 | 124.64 | 267.12 | 15.58 | 11.13 | 23.37 | 16.70 | 55.14 | 18.57 |
| 4.0 | B | 3/15/2026 | 33206.41 | 2767.20 | 1383.60 | 1276.80 | 1276.80 | 638.40 | 638.40 | 127.68 | 273.60 | 15.96 | 11.40 | 23.94 | 17.10 | 18.57 | 18.98 |
| 4.0 | C | 3/15/2026 | 34036.57 | 2836.38 | 1418.19 | 1308.80 | 1309.28 | 654.40 | 654.64 | 130.88 | 280.56 | 16.36 | 11.69 | 24.54 | 17.54 | 18.98 | 19.41 |
| 4.0 | D | 3/15/2026 | 34887.48 | 2907.29 | 1453.65 | 1341.60 | 1341.76 | 670.80 | 670.88 | 134.16 | 287.52 | 16.77 | 11.98 | 25.16 | 17.97 | 19.41 | 19.85 |
| 4.0 | E | 3/15/2026 | 35759.67 | 2979.97 | 1489.99 | 1375.20 | 1375.36 | 687.60 | 687.68 | 137.52 | 294.72 | 17.19 | 12.28 | 25.79 | 18.42 | 19.85 | 20.30 |
| 4.0 | F | 3/15/2026 | 36653.66 | 3054.47 | 1527.24 | 1409.60 | 1410.08 | 704.80 | 705.04 | 140.96 | 302.16 | 17.62 | 12.59 | 26.43 | 18.89 | 20.30 | 20.76 |
| 4.0 | G | 3/15/2026 | 37570.00 | 3130.83 | 1565.42 | 1444.80 | 1444.80 | 722.40 | 722.40 | 144.48 | 309.60 | 18.06 | 12.90 | 27.09 | 19.35 | 20.76 | 21.23 |
| 4.0 | H | 3/15/2026 | 38509.25 | 3209.10 | 1604.55 | 1480.80 | 1480.64 | 740.40 | 740.32 | 148.08 | 317.28 | 18.51 | 13.22 | 27.77 | 19.83 | 21.23 | 21.71 |
| 4.0 | I | 3/15/2026 | 39471.98 | 3289.33 | 1644.67 | 1518.40 | 1517.60 | 759.20 | 758.80 | 151.84 | 325.20 | 18.98 | 13.55 | 28.47 | 20.33 | 21.71 | 22.20 |
| 4.0 | J | 3/15/2026 | 40458.78 | 3371.57 | 1685.78 | 1556.00 | 1555.68 | 778.00 | 777.84 | 155.60 | 333.36 | 19.45 | 13.89 | 29.18 | 20.84 | 22.20 | 22.71 |
| 4.0 | K | 3/15/2026 | 41470.25 | 3455.85 | 1727.93 | 1595.20 | 1594.88 | 797.60 | 797.44 | 159.52 | 341.76 | 19.94 | 14.24 | 29.91 | 21.36 | 22.71 | 23.24 |
| 4.0 | L | 3/15/2026 | 42507.01 | 3542.25 | 1771.13 | 1635.20 | 1635.20 | 817.60 | 817.60 | 163.52 | 350.40 | 20.44 | 14.60 | 30.66 | 21.90 | 23.24 | 23.78 |
| 4.0 | M | 3/15/2026 | 43569.68 | 3630.81 | 1815.40 | 1676.00 | 1675.52 | 838.00 | 837.76 | 167.60 | 359.04 | 20.95 | 14.96 | 31.43 | 22.44 | 23.78 | 24.32 |
| 4.0 | N | 3/15/2026 | 44658.93 | 3721.58 | 1860.79 | 1717.60 | 1718.08 | 858.80 | 859.04 | 171.76 | 368.16 | 21.47 | 15.34 | 32.21 | 23.01 | 24.32 | 24.89 |
| 4.0 | O | 3/15/2026 | 45775.40 | 3814.62 | 1907.31 | 1760.80 | 1760.64 | 880.40 | 880.32 | 176.08 | 377.28 | 22.01 | 15.72 | 33.02 | 23.58 | 24.89 | 25.46 |
| 4.0 | P | 3/15/2026 | 46919.78 | 3909.98 | 1954.99 | 1804.80 | 1804.32 | 902.40 | 902.16 | 180.48 | 386.64 | 22.56 | 16.11 | 33.84 | 24.17 | 25.46 | 26.04 |
| 4.0 | Q | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 26.04 | 26.66 |
| 4.0 | R | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 4.0 | S | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 4.0 | T | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 4.0 | U | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 4.0 | V | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 4.0 | W | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 4.0 | X | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 4.0 | Y | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 4.0 | Z | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 4.0 | 01 | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 4.0 | 02 | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 4.0 | 03 | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 4.0 | 04 | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 4.0 | 05 | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 4.0 | 06 | 3/15/2026 | 69652.69 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 4.0 | 07 | 3/15/2026 | 71394.01 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 4.0 | 08 | 3/15/2026 | 73178.86 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 4.0 | 09 | 3/15/2026 | 75008.33 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 4.0 | 10 | 3/15/2026 | 76883.54 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 4.0 | 11 | 3/15/2026 | 78805.63 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 4.0 | 12 | 3/15/2026 | 80775.77 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 4.0 | 13 | 3/15/2026 | 82795.16 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 4.0 | 14 | 3/15/2026 | 84865.04 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 4.0 | 15 | 3/15/2026 | 86986.67 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 4.0 | 16 | 3/15/2026 | 89161.34 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 4.0 | 17 | 3/15/2026 | 91390.37 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 4.0 | 18 | 3/15/2026 | 93675.13 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 4.0 | 19 | 3/15/2026 | 96017.01 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 4.0 | 20 | 3/15/2026 | 98417.44 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 4.0 | 21 | 3/15/2026 | 100877.88 | 8406.49 | 4203.25 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 4.0 | 22 | 3/15/2026 | 103399.83 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 4.0 | 23 | 3/15/2026 | 105984.83 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 4.0 | 24 | 3/15/2026 | 108634.45 | 9052.87 | 4526.44 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 34036.57 | 2836.38 | 1418.19 | 1308.80 | 1309.28 | 654.40 | 654.64 | 130.88 | 280.56 | 16.36 | 11.69 | 24.54 | 17.54 | 57.84 | 19.41 |
| 5.0 | B | 3/15/2026 | 34887.48 | 2907.29 | 1453.65 | 1341.60 | 1341.76 | 670.80 | 670.88 | 134.16 | 287.52 | 16.77 | 11.98 | 25.16 | 17.97 | 19.41 | 19.85 |
| 5.0 | C | 3/15/2026 | 35759.67 | 2979.97 | 1489.99 | 1375.20 | 1375.36 | 687.60 | 687.68 | 137.52 | 294.72 | 17.19 | 12.28 | 25.79 | 18.42 | 19.85 | 20.30 |
| 5.0 | D | 3/15/2026 | 36653.66 | 3054.47 | 1527.24 | 1409.60 | 1410.08 | 704.80 | 705.04 | 140.96 | 302.16 | 17.62 | 12.59 | 26.43 | 18.89 | 20.30 | 20.76 |
| 5.0 | E | 3/15/2026 | 37570.00 | 3130.83 | 1565.42 | 1444.80 | 1444.80 | 722.40 | 722.40 | 144.48 | 309.60 | 18.06 | 12.90 | 27.09 | 19.35 | 20.76 | 21.23 |
| 5.0 | F | 3/15/2026 | 38509.25 | 3209.10 | 1604.55 | 1480.80 | 1480.64 | 740.40 | 740.32 | 148.08 | 317.28 | 18.51 | 13.22 | 27.77 | 19.83 | 21.23 | 21.71 |
| 5.0 | G | 3/15/2026 | 39471.98 | 3289.33 | 1644.67 | 1518.40 | 1517.60 | 759.20 | 758.80 | 151.84 | 325.20 | 18.98 | 13.55 | 28.47 | 20.33 | 21.71 | 22.20 |
| 5.0 | H | 3/15/2026 | 40458.78 | 3371.57 | 1685.78 | 1556.00 | 1555.68 | 778.00 | 777.84 | 155.60 | 333.36 | 19.45 | 13.89 | 29.18 | 20.84 | 22.20 | 22.71 |
| 5.0 | I | 3/15/2026 | 41470.25 | 3455.85 | 1727.93 | 1595.20 | 1594.88 | 797.60 | 797.44 | 159.52 | 341.76 | 19.94 | 14.24 | 29.91 | 21.36 | 22.71 | 23.24 |
| 5.0 | J | 3/15/2026 | 42507.01 | 3542.25 | 1771.13 | 1635.20 | 1635.20 | 817.60 | 817.60 | 163.52 | 350.40 | 20.44 | 14.60 | 30.66 | 21.90 | 23.24 | 23.78 |
| 5.0 | K | 3/15/2026 | 43569.68 | 3630.81 | 1815.40 | 1676.00 | 1675.52 | 838.00 | 837.76 | 167.60 | 359.04 | 20.95 | 14.96 | 31.43 | 22.44 | 23.78 | 24.32 |
| 5.0 | L | 3/15/2026 | 44658.93 | 3721.58 | 1860.79 | 1717.60 | 1718.08 | 858.80 | 859.04 | 171.76 | 368.16 | 21.47 | 15.34 | 32.21 | 23.01 | 24.32 | 24.89 |
| 5.0 | M | 3/15/2026 | 45775.40 | 3814.62 | 1907.31 | 1760.80 | 1760.64 | 880.40 | 880.32 | 176.08 | 377.28 | 22.01 | 15.72 | 33.02 | 23.58 | 24.89 | 25.46 |
| 5.0 | N | 3/15/2026 | 46919.78 | 3909.98 | 1954.99 | 1804.80 | 1804.32 | 902.40 | 902.16 | 180.48 | 386.64 | 22.56 | 16.11 | 33.84 | 24.17 | 25.46 | 26.04 |
| 5.0 | O | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 26.04 | 26.66 |
| 5.0 | P | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 5.0 | Q | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 5.0 | R | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 5.0 | S | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 5.0 | T | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 5.0 | U | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 5.0 | V | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 5.0 | W | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 5.0 | X | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 5.0 | Y | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 5.0 | Z | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 5.0 | 01 | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 5.0 | 02 | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 5.0 | 03 | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 5.0 | 04 | 3/15/2026 | 69652.69 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 5.0 | 05 | 3/15/2026 | 71394.01 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 5.0 | 06 | 3/15/2026 | 73178.86 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 5.0 | 07 | 3/15/2026 | 75008.33 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 5.0 | 08 | 3/15/2026 | 76883.54 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 5.0 | 09 | 3/15/2026 | 78805.63 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 5.0 | 10 | 3/15/2026 | 80775.77 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 5.0 | 11 | 3/15/2026 | 82795.16 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 5.0 | 12 | 3/15/2026 | 84865.04 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 5.0 | 13 | 3/15/2026 | 86986.67 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 5.0 | 14 | 3/15/2026 | 89161.34 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 5.0 | 15 | 3/15/2026 | 91390.37 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 5.0 | 16 | 3/15/2026 | 93675.13 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 5.0 | 17 | 3/15/2026 | 96017.01 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 5.0 | 18 | 3/15/2026 | 98417.44 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 5.0 | 19 | 3/15/2026 | 100877.88 | 8406.49 | 4203.25 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 5.0 | 20 | 3/15/2026 | 103399.83 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 5.0 | 21 | 3/15/2026 | 105984.83 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 5.0 | 22 | 3/15/2026 | 108634.45 | 9052.87 | 4526.44 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 5.0 | 23 | 3/15/2026 | 111350.31 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 5.0 | 24 | 3/15/2026 | 114134.07 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 35759.67 | 2979.97 | 1489.99 | 1375.20 | 1375.36 | 687.60 | 687.68 | 137.52 | 294.72 | 17.19 | 12.28 | 25.79 | 18.42 | 60.66 | 20.30 |
| 6.0 | B | 3/15/2026 | 36653.66 | 3054.47 | 1527.24 | 1409.60 | 1410.08 | 704.80 | 705.04 | 140.96 | 302.16 | 17.62 | 12.59 | 26.43 | 18.89 | 20.30 | 20.76 |
| 6.0 | C | 3/15/2026 | 37570.00 | 3130.83 | 1565.42 | 1444.80 | 1444.80 | 722.40 | 722.40 | 144.48 | 309.60 | 18.06 | 12.90 | 27.09 | 19.35 | 20.76 | 21.23 |
| 6.0 | D | 3/15/2026 | 38509.25 | 3209.10 | 1604.55 | 1480.80 | 1480.64 | 740.40 | 740.32 | 148.08 | 317.28 | 18.51 | 13.22 | 27.77 | 19.83 | 21.23 | 21.71 |
| 6.0 | E | 3/15/2026 | 39471.98 | 3289.33 | 1644.67 | 1518.40 | 1517.60 | 759.20 | 758.80 | 151.84 | 325.20 | 18.98 | 13.55 | 28.47 | 20.33 | 21.71 | 22.20 |
| 6.0 | F | 3/15/2026 | 40458.78 | 3371.57 | 1685.78 | 1556.00 | 1555.68 | 778.00 | 777.84 | 155.60 | 333.36 | 19.45 | 13.89 | 29.18 | 20.84 | 22.20 | 22.71 |
| 6.0 | G | 3/15/2026 | 41470.25 | 3455.85 | 1727.93 | 1595.20 | 1594.88 | 797.60 | 797.44 | 159.52 | 341.76 | 19.94 | 14.24 | 29.91 | 21.36 | 22.71 | 23.24 |
| 6.0 | H | 3/15/2026 | 42507.01 | 3542.25 | 1771.13 | 1635.20 | 1635.20 | 817.60 | 817.60 | 163.52 | 350.40 | 20.44 | 14.60 | 30.66 | 21.90 | 23.24 | 23.78 |
| 6.0 | I | 3/15/2026 | 43569.68 | 3630.81 | 1815.40 | 1676.00 | 1675.52 | 838.00 | 837.76 | 167.60 | 359.04 | 20.95 | 14.96 | 31.43 | 22.44 | 23.78 | 24.32 |
| 6.0 | J | 3/15/2026 | 44658.93 | 3721.58 | 1860.79 | 1717.60 | 1718.08 | 858.80 | 859.04 | 171.76 | 368.16 | 21.47 | 15.34 | 32.21 | 23.01 | 24.32 | 24.89 |
| 6.0 | K | 3/15/2026 | 45775.40 | 3814.62 | 1907.31 | 1760.80 | 1760.64 | 880.40 | 880.32 | 176.08 | 377.28 | 22.01 | 15.72 | 33.02 | 23.58 | 24.89 | 25.46 |
| 6.0 | L | 3/15/2026 | 46919.78 | 3909.98 | 1954.99 | 1804.80 | 1804.32 | 902.40 | 902.16 | 180.48 | 386.64 | 22.56 | 16.11 | 33.84 | 24.17 | 25.46 | 26.04 |
| 6.0 | M | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 26.04 | 26.66 |
| 6.0 | N | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 6.0 | O | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 6.0 | P | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 6.0 | Q | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 6.0 | R | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 6.0 | S | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 6.0 | T | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 6.0 | U | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 6.0 | V | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 6.0 | W | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 6.0 | X | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 6.0 | Y | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 6.0 | Z | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 6.0 | 01 | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 6.0 | 02 | 3/15/2026 | 69652.69 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 6.0 | 03 | 3/15/2026 | 71394.01 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 6.0 | 04 | 3/15/2026 | 73178.86 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 6.0 | 05 | 3/15/2026 | 75008.33 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 6.0 | 06 | 3/15/2026 | 76883.54 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 6.0 | 07 | 3/15/2026 | 78805.63 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 6.0 | 08 | 3/15/2026 | 80775.77 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 6.0 | 09 | 3/15/2026 | 82795.16 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 6.0 | 10 | 3/15/2026 | 84865.04 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 6.0 | 11 | 3/15/2026 | 86986.67 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 6.0 | 12 | 3/15/2026 | 89161.34 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 6.0 | 13 | 3/15/2026 | 91390.37 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 6.0 | 14 | 3/15/2026 | 93675.13 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 6.0 | 15 | 3/15/2026 | 96017.01 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 6.0 | 16 | 3/15/2026 | 98417.44 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 6.0 | 17 | 3/15/2026 | 100877.88 | 8406.49 | 4203.25 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 6.0 | 18 | 3/15/2026 | 103399.83 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 6.0 | 19 | 3/15/2026 | 105984.83 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 6.0 | 20 | 3/15/2026 | 108634.45 | 9052.87 | 4526.44 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 6.0 | 21 | 3/15/2026 | 111350.31 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 6.0 | 22 | 3/15/2026 | 114134.07 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 6.0 | 23 | 3/15/2026 | 116987.42 | 9748.95 | 4874.48 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 6.0 | 24 | 3/15/2026 | 119912.11 | 9992.68 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 37570.00 | 3130.83 | 1565.42 | 1444.80 | 1444.80 | 722.40 | 722.40 | 144.48 | 309.60 | 18.06 | 12.90 | 27.09 | 19.35 | 63.65 | 21.23 |
| 7.0 | B | 3/15/2026 | 38509.25 | 3209.10 | 1604.55 | 1480.80 | 1480.64 | 740.40 | 740.32 | 148.08 | 317.28 | 18.51 | 13.22 | 27.77 | 19.83 | 21.23 | 21.71 |
| 7.0 | C | 3/15/2026 | 39471.98 | 3289.33 | 1644.67 | 1518.40 | 1517.60 | 759.20 | 758.80 | 151.84 | 325.20 | 18.98 | 13.55 | 28.47 | 20.33 | 21.71 | 22.20 |
| 7.0 | D | 3/15/2026 | 40458.78 | 3371.57 | 1685.78 | 1556.00 | 1555.68 | 778.00 | 777.84 | 155.60 | 333.36 | 19.45 | 13.89 | 29.18 | 20.84 | 22.20 | 22.71 |
| 7.0 | E | 3/15/2026 | 41470.25 | 3455.85 | 1727.93 | 1595.20 | 1594.88 | 797.60 | 797.44 | 159.52 | 341.76 | 19.94 | 14.24 | 29.91 | 21.36 | 22.71 | 23.24 |
| 7.0 | F | 3/15/2026 | 42507.01 | 3542.25 | 1771.13 | 1635.20 | 1635.20 | 817.60 | 817.60 | 163.52 | 350.40 | 20.44 | 14.60 | 30.66 | 21.90 | 23.24 | 23.78 |
| 7.0 | G | 3/15/2026 | 43569.68 | 3630.81 | 1815.40 | 1676.00 | 1675.52 | 838.00 | 837.76 | 167.60 | 359.04 | 20.95 | 14.96 | 31.43 | 22.44 | 23.78 | 24.32 |
| 7.0 | H | 3/15/2026 | 44658.93 | 3721.58 | 1860.79 | 1717.60 | 1718.08 | 858.80 | 859.04 | 171.76 | 368.16 | 21.47 | 15.34 | 32.21 | 23.01 | 24.32 | 24.89 |
| 7.0 | I | 3/15/2026 | 45775.40 | 3814.62 | 1907.31 | 1760.80 | 1760.64 | 880.40 | 880.32 | 176.08 | 377.28 | 22.01 | 15.72 | 33.02 | 23.58 | 24.89 | 25.46 |
| 7.0 | J | 3/15/2026 | 46919.78 | 3909.98 | 1954.99 | 1804.80 | 1804.32 | 902.40 | 902.16 | 180.48 | 386.64 | 22.56 | 16.11 | 33.84 | 24.17 | 25.46 | 26.04 |
| 7.0 | K | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 26.04 | 26.66 |
| 7.0 | L | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 7.0 | M | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 7.0 | N | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 7.0 | O | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 7.0 | P | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 7.0 | Q | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 7.0 | R | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 7.0 | S | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 7.0 | T | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 7.0 | U | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 7.0 | V | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 7.0 | W | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 7.0 | X | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 7.0 | Y | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 7.0 | Z | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 7.0 | 01 | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 7.0 | 02 | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 7.0 | 03 | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 7.0 | 04 | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 7.0 | 05 | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 7.0 | 06 | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 7.0 | 07 | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 7.0 | 08 | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 7.0 | 09 | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 7.0 | 10 | 3/15/2026 | 89161.33 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 7.0 | 11 | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 7.0 | 12 | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 7.0 | 13 | 3/15/2026 | 96017.00 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 7.0 | 14 | 3/15/2026 | 98417.43 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 7.0 | 15 | 3/15/2026 | 100877.87 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 7.0 | 16 | 3/15/2026 | 103399.82 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 7.0 | 17 | 3/15/2026 | 105984.82 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 7.0 | 18 | 3/15/2026 | 108634.44 | 9052.87 | 4526.44 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 7.0 | 19 | 3/15/2026 | 111350.30 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 7.0 | 20 | 3/15/2026 | 114134.06 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 7.0 | 21 | 3/15/2026 | 116987.41 | 9748.95 | 4874.48 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 7.0 | 22 | 3/15/2026 | 119912.10 | 9992.68 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 7.0 | 23 | 3/15/2026 | 122909.90 | 10242.49 | 5121.25 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 7.0 | 24 | 3/15/2026 | 125982.65 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 39471.98 | 3289.33 | 1644.67 | 1518.40 | 1517.60 | 759.20 | 758.80 | 151.84 | 325.20 | 18.98 | 13.55 | 28.47 | 20.33 | 66.77 | 22.20 |
| 8.0 | B | 3/15/2026 | 40458.78 | 3371.57 | 1685.78 | 1556.00 | 1555.68 | 778.00 | 777.84 | 155.60 | 333.36 | 19.45 | 13.89 | 29.18 | 20.84 | 22.20 | 22.71 |
| 8.0 | C | 3/15/2026 | 41470.25 | 3455.85 | 1727.93 | 1595.20 | 1594.88 | 797.60 | 797.44 | 159.52 | 341.76 | 19.94 | 14.24 | 29.91 | 21.36 | 22.71 | 23.24 |
| 8.0 | D | 3/15/2026 | 42507.01 | 3542.25 | 1771.13 | 1635.20 | 1635.20 | 817.60 | 817.60 | 163.52 | 350.40 | 20.44 | 14.60 | 30.66 | 21.90 | 23.24 | 23.78 |
| 8.0 | E | 3/15/2026 | 43569.68 | 3630.81 | 1815.40 | 1676.00 | 1675.52 | 838.00 | 837.76 | 167.60 | 359.04 | 20.95 | 14.96 | 31.43 | 22.44 | 23.78 | 24.32 |
| 8.0 | F | 3/15/2026 | 44658.93 | 3721.58 | 1860.79 | 1717.60 | 1718.08 | 858.80 | 859.04 | 171.76 | 368.16 | 21.47 | 15.34 | 32.21 | 23.01 | 24.32 | 24.89 |
| 8.0 | G | 3/15/2026 | 45775.40 | 3814.62 | 1907.31 | 1760.80 | 1760.64 | 880.40 | 880.32 | 176.08 | 377.28 | 22.01 | 15.72 | 33.02 | 23.58 | 24.89 | 25.46 |
| 8.0 | H | 3/15/2026 | 46919.78 | 3909.98 | 1954.99 | 1804.80 | 1804.32 | 902.40 | 902.16 | 180.48 | 386.64 | 22.56 | 16.11 | 33.84 | 24.17 | 25.46 | 26.04 |
| 8.0 | I | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 26.04 | 26.66 |
| 8.0 | J | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 8.0 | K | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 8.0 | L | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 8.0 | M | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 8.0 | N | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 8.0 | O | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 8.0 | P | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 8.0 | Q | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 8.0 | R | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 8.0 | S | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 8.0 | T | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 8.0 | U | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 8.0 | V | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 8.0 | W | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 8.0 | X | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 8.0 | Y | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 8.0 | Z | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 8.0 | 01 | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 8.0 | 02 | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 8.0 | 03 | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 8.0 | 04 | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 8.0 | 05 | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 8.0 | 06 | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 8.0 | 07 | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 8.0 | 08 | 3/15/2026 | 89161.33 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 8.0 | 09 | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 8.0 | 10 | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 8.0 | 11 | 3/15/2026 | 96017.00 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 8.0 | 12 | 3/15/2026 | 98417.43 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 8.0 | 13 | 3/15/2026 | 100877.87 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 8.0 | 14 | 3/15/2026 | 103399.82 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 8.0 | 15 | 3/15/2026 | 105984.82 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 8.0 | 16 | 3/15/2026 | 108634.44 | 9052.87 | 4526.44 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 8.0 | 17 | 3/15/2026 | 111350.30 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 8.0 | 18 | 3/15/2026 | 114134.06 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 8.0 | 19 | 3/15/2026 | 116987.41 | 9748.95 | 4874.48 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 8.0 | 20 | 3/15/2026 | 119912.10 | 9992.68 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 8.0 | 21 | 3/15/2026 | 122909.90 | 10242.49 | 5121.25 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 8.0 | 22 | 3/15/2026 | 125982.65 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 8.0 | 23 | 3/15/2026 | 129132.22 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 8.0 | 24 | 3/15/2026 | 132360.53 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 41470.25 | 3455.85 | 1727.93 | 1595.20 | 1594.88 | 797.60 | 797.44 | 159.52 | 341.76 | 19.94 | 14.24 | 29.91 | 21.36 | 70.05 | 23.24 |
| 9.0 | B | 3/15/2026 | 42507.01 | 3542.25 | 1771.13 | 1635.20 | 1635.20 | 817.60 | 817.60 | 163.52 | 350.40 | 20.44 | 14.60 | 30.66 | 21.90 | 23.24 | 23.78 |
| 9.0 | C | 3/15/2026 | 43569.68 | 3630.81 | 1815.40 | 1676.00 | 1675.52 | 838.00 | 837.76 | 167.60 | 359.04 | 20.95 | 14.96 | 31.43 | 22.44 | 23.78 | 24.32 |
| 9.0 | D | 3/15/2026 | 44658.93 | 3721.58 | 1860.79 | 1717.60 | 1718.08 | 858.80 | 859.04 | 171.76 | 368.16 | 21.47 | 15.34 | 32.21 | 23.01 | 24.32 | 24.89 |
| 9.0 | E | 3/15/2026 | 45775.40 | 3814.62 | 1907.31 | 1760.80 | 1760.64 | 880.40 | 880.32 | 176.08 | 377.28 | 22.01 | 15.72 | 33.02 | 23.58 | 24.89 | 25.46 |
| 9.0 | F | 3/15/2026 | 46919.78 | 3909.98 | 1954.99 | 1804.80 | 1804.32 | 902.40 | 902.16 | 180.48 | 386.64 | 22.56 | 16.11 | 33.84 | 24.17 | 25.46 | 26.04 |
| 9.0 | G | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 26.04 | 26.66 |
| 9.0 | H | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 9.0 | I | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 9.0 | J | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 9.0 | K | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 9.0 | L | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 9.0 | M | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 9.0 | N | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 9.0 | O | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 9.0 | P | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 9.0 | Q | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 9.0 | R | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 9.0 | S | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 9.0 | T | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 9.0 | U | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 9.0 | V | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 9.0 | W | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 9.0 | X | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 9.0 | Y | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 9.0 | Z | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 9.0 | 01 | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 9.0 | 02 | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 9.0 | 03 | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 9.0 | 04 | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 9.0 | 05 | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 9.0 | 06 | 3/15/2026 | 89161.33 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 9.0 | 07 | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 9.0 | 08 | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 9.0 | 09 | 3/15/2026 | 96017.00 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 9.0 | 10 | 3/15/2026 | 98417.43 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 9.0 | 11 | 3/15/2026 | 100877.87 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 9.0 | 12 | 3/15/2026 | 103399.82 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 9.0 | 13 | 3/15/2026 | 105984.82 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 9.0 | 14 | 3/15/2026 | 108634.44 | 9052.87 | 4526.44 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 9.0 | 15 | 3/15/2026 | 111350.30 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 9.0 | 16 | 3/15/2026 | 114134.06 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 9.0 | 17 | 3/15/2026 | 116987.41 | 9748.95 | 4874.48 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 9.0 | 18 | 3/15/2026 | 119912.10 | 9992.68 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 9.0 | 19 | 3/15/2026 | 122909.90 | 10242.49 | 5121.25 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 9.0 | 20 | 3/15/2026 | 125982.65 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 9.0 | 21 | 3/15/2026 | 129132.22 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 9.0 | 22 | 3/15/2026 | 132360.53 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 9.0 | 23 | 3/15/2026 | 135669.54 | 11305.80 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 9.0 | 24 | 3/15/2026 | 139061.28 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 43569.68 | 3630.81 | 1815.40 | 1676.00 | 1675.52 | 838.00 | 837.76 | 167.60 | 359.04 | 20.95 | 14.96 | 31.43 | 22.44 | 73.50 | 24.32 |
| 10.0 | B | 3/15/2026 | 44658.93 | 3721.58 | 1860.79 | 1717.60 | 1718.08 | 858.80 | 859.04 | 171.76 | 368.16 | 21.47 | 15.34 | 32.21 | 23.01 | 24.32 | 24.89 |
| 10.0 | C | 3/15/2026 | 45775.40 | 3814.62 | 1907.31 | 1760.80 | 1760.64 | 880.40 | 880.32 | 176.08 | 377.28 | 22.01 | 15.72 | 33.02 | 23.58 | 24.89 | 25.46 |
| 10.0 | D | 3/15/2026 | 46919.78 | 3909.98 | 1954.99 | 1804.80 | 1804.32 | 902.40 | 902.16 | 180.48 | 386.64 | 22.56 | 16.11 | 33.84 | 24.17 | 25.46 | 26.04 |
| 10.0 | E | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 26.04 | 26.66 |
| 10.0 | F | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 10.0 | G | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 10.0 | H | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 10.0 | I | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 10.0 | J | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 10.0 | K | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 10.0 | L | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 10.0 | M | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 10.0 | N | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 10.0 | O | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 10.0 | P | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 10.0 | Q | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 10.0 | R | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 10.0 | S | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 10.0 | T | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 10.0 | U | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 10.0 | V | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 10.0 | W | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 10.0 | X | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 10.0 | Y | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 10.0 | Z | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 10.0 | 01 | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 10.0 | 02 | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 10.0 | 03 | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 10.0 | 04 | 3/15/2026 | 89161.33 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 10.0 | 05 | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 10.0 | 06 | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 10.0 | 07 | 3/15/2026 | 96017.00 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 10.0 | 08 | 3/15/2026 | 98417.43 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 10.0 | 09 | 3/15/2026 | 100877.87 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 10.0 | 10 | 3/15/2026 | 103399.82 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 10.0 | 11 | 3/15/2026 | 105984.82 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 10.0 | 12 | 3/15/2026 | 108634.44 | 9052.87 | 4526.44 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 10.0 | 13 | 3/15/2026 | 111350.30 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 10.0 | 14 | 3/15/2026 | 114134.06 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 10.0 | 15 | 3/15/2026 | 116987.41 | 9748.95 | 4874.48 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 10.0 | 16 | 3/15/2026 | 119912.10 | 9992.68 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 10.0 | 17 | 3/15/2026 | 122909.90 | 10242.49 | 5121.25 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 10.0 | 18 | 3/15/2026 | 125982.65 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 10.0 | 19 | 3/15/2026 | 129132.22 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 10.0 | 20 | 3/15/2026 | 132360.53 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 10.0 | 21 | 3/15/2026 | 135669.54 | 11305.80 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 10.0 | 22 | 3/15/2026 | 139061.28 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 10.0 | 23 | 3/15/2026 | 142537.81 | 11878.15 | 5939.08 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 10.0 | 24 | 3/15/2026 | 146101.26 | 12175.11 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 45775.40 | 3814.62 | 1907.31 | 1760.80 | 1760.64 | 880.40 | 880.32 | 176.08 | 377.28 | 22.01 | 15.72 | 33.02 | 23.58 | 77.13 | 25.46 |
| 11.0 | B | 3/15/2026 | 46919.78 | 3909.98 | 1954.99 | 1804.80 | 1804.32 | 902.40 | 902.16 | 180.48 | 386.64 | 22.56 | 16.11 | 33.84 | 24.17 | 25.46 | 26.04 |
| 11.0 | C | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 26.04 | 26.66 |
| 11.0 | D | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 11.0 | E | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 11.0 | F | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 11.0 | G | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 11.0 | H | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 11.0 | I | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 11.0 | J | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 11.0 | K | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 11.0 | L | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 11.0 | M | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 11.0 | N | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 11.0 | O | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 11.0 | P | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 11.0 | Q | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 11.0 | R | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 11.0 | S | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 11.0 | T | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 11.0 | U | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 11.0 | V | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 11.0 | W | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 11.0 | X | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 11.0 | Y | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 11.0 | Z | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 11.0 | 01 | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 11.0 | 02 | 3/15/2026 | 89161.33 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 11.0 | 03 | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 11.0 | 04 | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 11.0 | 05 | 3/15/2026 | 96017.00 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 11.0 | 06 | 3/15/2026 | 98417.43 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 11.0 | 07 | 3/15/2026 | 100877.87 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 11.0 | 08 | 3/15/2026 | 103399.82 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 11.0 | 09 | 3/15/2026 | 105984.82 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 11.0 | 10 | 3/15/2026 | 108634.44 | 9052.87 | 4526.44 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 11.0 | 11 | 3/15/2026 | 111350.30 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 11.0 | 12 | 3/15/2026 | 114134.06 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 11.0 | 13 | 3/15/2026 | 116987.41 | 9748.95 | 4874.48 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 11.0 | 14 | 3/15/2026 | 119912.10 | 9992.68 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 11.0 | 15 | 3/15/2026 | 122909.90 | 10242.49 | 5121.25 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 11.0 | 16 | 3/15/2026 | 125982.65 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 11.0 | 17 | 3/15/2026 | 129132.22 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 11.0 | 18 | 3/15/2026 | 132360.53 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 11.0 | 19 | 3/15/2026 | 135669.54 | 11305.80 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 11.0 | 20 | 3/15/2026 | 139061.28 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 11.0 | 21 | 3/15/2026 | 142537.81 | 11878.15 | 5939.08 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 11.0 | 22 | 3/15/2026 | 146101.26 | 12175.11 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 11.0 | 23 | 3/15/2026 | 149753.79 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 11.0 | 24 | 3/15/2026 | 153497.63 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 48092.78 | 4007.73 | 2003.87 | 1849.60 | 1850.24 | 924.80 | 925.12 | 184.96 | 396.48 | 23.12 | 16.52 | 34.68 | 24.78 | 80.94 | 26.66 |
| 12.0 | B | 3/15/2026 | 49295.10 | 4107.93 | 2053.96 | 1896.00 | 1896.16 | 948.00 | 948.08 | 189.60 | 406.32 | 23.70 | 16.93 | 35.55 | 25.40 | 26.66 | 27.27 |
| 12.0 | C | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 27.27 | 27.90 |
| 12.0 | D | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 12.0 | E | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 12.0 | F | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 12.0 | G | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 12.0 | H | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 12.0 | I | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 12.0 | J | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 12.0 | K | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 12.0 | L | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 12.0 | M | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 12.0 | N | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 12.0 | O | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 12.0 | P | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 12.0 | Q | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 12.0 | R | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 12.0 | S | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 12.0 | T | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 12.0 | U | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 12.0 | V | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 12.0 | W | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 12.0 | X | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 12.0 | Y | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 12.0 | Z | 3/15/2026 | 89161.32 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 12.0 | 01 | 3/15/2026 | 91390.35 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 12.0 | 02 | 3/15/2026 | 93675.11 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 12.0 | 03 | 3/15/2026 | 96016.99 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 12.0 | 04 | 3/15/2026 | 98417.41 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 12.0 | 05 | 3/15/2026 | 100877.85 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 12.0 | 06 | 3/15/2026 | 103399.80 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 12.0 | 07 | 3/15/2026 | 105984.80 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 12.0 | 08 | 3/15/2026 | 108634.42 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 12.0 | 09 | 3/15/2026 | 111350.28 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 12.0 | 10 | 3/15/2026 | 114134.04 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 12.0 | 11 | 3/15/2026 | 116987.39 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 12.0 | 12 | 3/15/2026 | 119912.07 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 12.0 | 13 | 3/15/2026 | 122909.87 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 12.0 | 14 | 3/15/2026 | 125982.62 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 12.0 | 15 | 3/15/2026 | 129132.19 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 12.0 | 16 | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 12.0 | 17 | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 12.0 | 18 | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 12.0 | 19 | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 12.0 | 20 | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 12.0 | 21 | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 12.0 | 22 | 3/15/2026 | 153497.58 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 12.0 | 23 | 3/15/2026 | 157335.02 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 12.0 | 24 | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 50527.48 | 4210.62 | 2105.31 | 1943.20 | 1943.20 | 971.60 | 971.60 | 194.32 | 416.40 | 24.29 | 17.35 | 36.44 | 26.03 | 84.95 | 27.90 |
| 13.0 | B | 3/15/2026 | 51790.66 | 4315.89 | 2157.94 | 1992.00 | 1992.48 | 996.00 | 996.24 | 199.20 | 426.96 | 24.90 | 17.79 | 37.35 | 26.69 | 27.90 | 28.56 |
| 13.0 | C | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 28.56 | 29.22 |
| 13.0 | D | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 13.0 | E | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 13.0 | F | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 13.0 | G | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 13.0 | H | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 13.0 | I | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 13.0 | J | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 13.0 | K | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 13.0 | L | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 13.0 | M | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 13.0 | N | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 13.0 | O | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 13.0 | P | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 13.0 | Q | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 13.0 | R | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 13.0 | S | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 13.0 | T | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 13.0 | U | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 13.0 | V | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 13.0 | W | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 13.0 | X | 3/15/2026 | 89161.32 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 13.0 | Y | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 13.0 | Z | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 13.0 | 01 | 3/15/2026 | 96017.00 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 13.0 | 02 | 3/15/2026 | 98417.43 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 13.0 | 03 | 3/15/2026 | 100877.87 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 13.0 | 04 | 3/15/2026 | 103399.82 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 13.0 | 05 | 3/15/2026 | 105984.82 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 13.0 | 06 | 3/15/2026 | 108634.44 | 9052.87 | 4526.44 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 13.0 | 07 | 3/15/2026 | 111350.30 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 13.0 | 08 | 3/15/2026 | 114134.06 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 13.0 | 09 | 3/15/2026 | 116987.41 | 9748.95 | 4874.48 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 13.0 | 10 | 3/15/2026 | 119912.10 | 9992.68 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 13.0 | 11 | 3/15/2026 | 122909.90 | 10242.49 | 5121.25 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 13.0 | 12 | 3/15/2026 | 125982.65 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 13.0 | 13 | 3/15/2026 | 129132.22 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 13.0 | 14 | 3/15/2026 | 132360.53 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 13.0 | 15 | 3/15/2026 | 135669.54 | 11305.80 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 13.0 | 16 | 3/15/2026 | 139061.28 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 13.0 | 17 | 3/15/2026 | 142537.81 | 11878.15 | 5939.08 | 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 | 18 | 3/15/2026 | 146101.26 | 12175.11 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 13.0 | 19 | 3/15/2026 | 149753.79 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 13.0 | 20 | 3/15/2026 | 153497.63 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 13.0 | 21 | 3/15/2026 | 157335.07 | 13111.26 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 13.0 | 22 | 3/15/2026 | 161268.45 | 13439.04 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 13.0 | 23 | 3/15/2026 | 165300.16 | 13775.01 | 6887.51 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 13.0 | 24 | 3/15/2026 | 169432.66 | 14119.39 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 53085.43 | 4423.79 | 2211.89 | 2041.60 | 2041.76 | 1020.80 | 1020.88 | 204.16 | 437.52 | 25.52 | 18.23 | 38.28 | 27.35 | 89.15 | 29.22 |
| 14.0 | B | 3/15/2026 | 54412.57 | 4534.38 | 2267.19 | 2092.80 | 2093.28 | 1046.40 | 1046.64 | 209.28 | 448.56 | 26.16 | 18.69 | 39.24 | 28.04 | 29.22 | 29.91 |
| 14.0 | C | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 29.91 | 30.60 |
| 14.0 | D | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 14.0 | E | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 14.0 | F | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 14.0 | G | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 14.0 | H | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 14.0 | I | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 14.0 | J | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 14.0 | K | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 14.0 | L | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 14.0 | M | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 14.0 | N | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 14.0 | O | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 14.0 | P | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 14.0 | Q | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 14.0 | R | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 14.0 | S | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 14.0 | T | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 14.0 | U | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 14.0 | V | 3/15/2026 | 89161.32 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 14.0 | W | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 14.0 | X | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 14.0 | Y | 3/15/2026 | 96016.99 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 14.0 | Z | 3/15/2026 | 98417.42 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 14.0 | 01 | 3/15/2026 | 100877.86 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 14.0 | 02 | 3/15/2026 | 103399.81 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 14.0 | 03 | 3/15/2026 | 105984.81 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 14.0 | 04 | 3/15/2026 | 108634.43 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 14.0 | 05 | 3/15/2026 | 111350.29 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 14.0 | 06 | 3/15/2026 | 114134.05 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 14.0 | 07 | 3/15/2026 | 116987.40 | 9748.95 | 4874.48 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 14.0 | 08 | 3/15/2026 | 119912.09 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 14.0 | 09 | 3/15/2026 | 122909.89 | 10242.49 | 5121.25 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 14.0 | 10 | 3/15/2026 | 125982.64 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 14.0 | 11 | 3/15/2026 | 129132.21 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 14.0 | 12 | 3/15/2026 | 132360.52 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 14.0 | 13 | 3/15/2026 | 135669.53 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 14.0 | 14 | 3/15/2026 | 139061.27 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 14.0 | 15 | 3/15/2026 | 142537.80 | 11878.15 | 5939.08 | 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 | 16 | 3/15/2026 | 146101.25 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 14.0 | 17 | 3/15/2026 | 149753.78 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 14.0 | 18 | 3/15/2026 | 153497.62 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 14.0 | 19 | 3/15/2026 | 157335.06 | 13111.26 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 14.0 | 20 | 3/15/2026 | 161268.44 | 13439.04 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 14.0 | 21 | 3/15/2026 | 165300.15 | 13775.01 | 6887.51 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 14.0 | 22 | 3/15/2026 | 169432.65 | 14119.39 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 14.0 | 23 | 3/15/2026 | 173668.47 | 14472.37 | 7236.19 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 14.0 | 24 | 3/15/2026 | 178010.18 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 55772.88 | 4647.74 | 2323.87 | 2144.80 | 2144.80 | 1072.40 | 1072.40 | 214.48 | 459.60 | 26.81 | 19.15 | 40.22 | 28.73 | 93.57 | 30.60 |
| 15.0 | B | 3/15/2026 | 57167.20 | 4763.93 | 2381.97 | 2198.40 | 2198.56 | 1099.20 | 1099.28 | 219.84 | 471.12 | 27.48 | 19.63 | 41.22 | 29.45 | 30.60 | 31.32 |
| 15.0 | C | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 31.32 | 32.06 |
| 15.0 | D | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 15.0 | E | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 15.0 | F | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 15.0 | G | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 15.0 | H | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 15.0 | I | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 15.0 | J | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 15.0 | K | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 15.0 | L | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 15.0 | M | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 15.0 | N | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 15.0 | O | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 15.0 | P | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 15.0 | Q | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 15.0 | R | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 15.0 | S | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 15.0 | T | 3/15/2026 | 89161.32 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 15.0 | U | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 15.0 | V | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 15.0 | W | 3/15/2026 | 96016.99 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 15.0 | X | 3/15/2026 | 98417.42 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 15.0 | Y | 3/15/2026 | 100877.86 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 15.0 | Z | 3/15/2026 | 103399.80 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 15.0 | 01 | 3/15/2026 | 105984.80 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 15.0 | 02 | 3/15/2026 | 108634.42 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 15.0 | 03 | 3/15/2026 | 111350.28 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 15.0 | 04 | 3/15/2026 | 114134.04 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 15.0 | 05 | 3/15/2026 | 116987.39 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 15.0 | 06 | 3/15/2026 | 119912.07 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 15.0 | 07 | 3/15/2026 | 122909.87 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 15.0 | 08 | 3/15/2026 | 125982.62 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 15.0 | 09 | 3/15/2026 | 129132.19 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 15.0 | 10 | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 15.0 | 11 | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 15.0 | 12 | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 15.0 | 13 | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 15.0 | 14 | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 15.0 | 15 | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 15.0 | 16 | 3/15/2026 | 153497.58 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 15.0 | 17 | 3/15/2026 | 157335.02 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 15.0 | 18 | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 15.0 | 19 | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 15.0 | 20 | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 15.0 | 21 | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 15.0 | 22 | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 15.0 | 23 | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 15.0 | 24 | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 58596.38 | 4883.03 | 2441.52 | 2253.60 | 2253.44 | 1126.80 | 1126.72 | 225.36 | 482.88 | 28.17 | 20.12 | 42.26 | 30.18 | 98.21 | 32.06 |
| 16.0 | B | 3/15/2026 | 60061.29 | 5005.11 | 2502.55 | 2310.40 | 2310.56 | 1155.20 | 1155.28 | 231.04 | 495.12 | 28.88 | 20.63 | 43.32 | 30.95 | 32.06 | 32.82 |
| 16.0 | C | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 32.82 | 33.59 |
| 16.0 | D | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 16.0 | E | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 16.0 | F | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 16.0 | G | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 16.0 | H | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 16.0 | I | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 16.0 | J | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 16.0 | K | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 16.0 | L | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 16.0 | M | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 16.0 | N | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 16.0 | O | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 16.0 | P | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 16.0 | Q | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 16.0 | R | 3/15/2026 | 89161.32 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 16.0 | S | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 16.0 | T | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 16.0 | U | 3/15/2026 | 96016.99 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 16.0 | V | 3/15/2026 | 98417.42 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 16.0 | W | 3/15/2026 | 100877.86 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 16.0 | X | 3/15/2026 | 103399.80 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 16.0 | Y | 3/15/2026 | 105984.80 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 16.0 | Z | 3/15/2026 | 108634.42 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 16.0 | 01 | 3/15/2026 | 111350.28 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 16.0 | 02 | 3/15/2026 | 114134.04 | 9511.17 | 4755.59 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 16.0 | 03 | 3/15/2026 | 116987.39 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 16.0 | 04 | 3/15/2026 | 119912.07 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 16.0 | 05 | 3/15/2026 | 122909.87 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 16.0 | 06 | 3/15/2026 | 125982.62 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 16.0 | 07 | 3/15/2026 | 129132.19 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 16.0 | 08 | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 16.0 | 09 | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 16.0 | 10 | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 16.0 | 11 | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 16.0 | 12 | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 16.0 | 13 | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 16.0 | 14 | 3/15/2026 | 153497.58 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 16.0 | 15 | 3/15/2026 | 157335.02 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 16.0 | 16 | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 16.0 | 17 | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 16.0 | 18 | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 16.0 | 19 | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 16.0 | 20 | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 16.0 | 21 | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 16.0 | 22 | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 16.0 | 23 | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 16.0 | 24 | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 61562.82 | 5130.24 | 2565.12 | 2368.00 | 2367.68 | 1184.00 | 1183.84 | 236.80 | 507.36 | 29.60 | 21.14 | 44.40 | 31.71 | 103.10 | 33.59 |
| 17.0 | B | 3/15/2026 | 63101.89 | 5258.49 | 2629.25 | 2427.20 | 2427.04 | 1213.60 | 1213.52 | 242.72 | 520.08 | 30.34 | 21.67 | 45.51 | 32.51 | 33.59 | 34.38 |
| 17.0 | C | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 34.38 | 35.19 |
| 17.0 | D | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 17.0 | E | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 17.0 | F | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 17.0 | G | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 17.0 | H | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 17.0 | I | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 17.0 | J | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 17.0 | K | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 17.0 | L | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 17.0 | M | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 17.0 | N | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 17.0 | O | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 17.0 | P | 3/15/2026 | 89161.32 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 17.0 | Q | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 17.0 | R | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 17.0 | S | 3/15/2026 | 96016.99 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 17.0 | T | 3/15/2026 | 98417.42 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 17.0 | U | 3/15/2026 | 100877.86 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 17.0 | V | 3/15/2026 | 103399.80 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 17.0 | W | 3/15/2026 | 105984.80 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 17.0 | X | 3/15/2026 | 108634.42 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 17.0 | Y | 3/15/2026 | 111350.28 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 17.0 | Z | 3/15/2026 | 114134.03 | 9511.17 | 4755.58 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 17.0 | 01 | 3/15/2026 | 116987.38 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 17.0 | 02 | 3/15/2026 | 119912.06 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 17.0 | 03 | 3/15/2026 | 122909.86 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 17.0 | 04 | 3/15/2026 | 125982.61 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 17.0 | 05 | 3/15/2026 | 129132.18 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 17.0 | 06 | 3/15/2026 | 132360.48 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 17.0 | 07 | 3/15/2026 | 135669.49 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 17.0 | 08 | 3/15/2026 | 139061.23 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 17.0 | 09 | 3/15/2026 | 142537.76 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 17.0 | 10 | 3/15/2026 | 146101.20 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 17.0 | 11 | 3/15/2026 | 149753.73 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 17.0 | 12 | 3/15/2026 | 153497.57 | 12791.46 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 17.0 | 13 | 3/15/2026 | 157335.01 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 17.0 | 14 | 3/15/2026 | 161268.39 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 17.0 | 15 | 3/15/2026 | 165300.10 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 17.0 | 16 | 3/15/2026 | 169432.60 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 17.0 | 17 | 3/15/2026 | 173668.42 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 17.0 | 18 | 3/15/2026 | 178010.13 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 17.0 | 19 | 3/15/2026 | 182460.38 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 17.0 | 20 | 3/15/2026 | 187021.89 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 17.0 | 21 | 3/15/2026 | 191697.44 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 17.0 | 22 | 3/15/2026 | 196489.88 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 17.0 | 23 | 3/15/2026 | 201402.13 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 17.0 | 24 | 3/15/2026 | 206437.18 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 64679.44 | 5389.95 | 2694.98 | 2488.00 | 2487.52 | 1244.00 | 1243.76 | 248.80 | 533.04 | 31.10 | 22.21 | 46.65 | 33.32 | 108.21 | 35.19 |
| 18.0 | B | 3/15/2026 | 66296.43 | 5524.70 | 2762.35 | 2549.60 | 2550.24 | 1274.80 | 1275.12 | 254.96 | 546.48 | 31.87 | 22.77 | 47.81 | 34.16 | 35.19 | 36.03 |
| 18.0 | C | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 36.03 | 36.89 |
| 18.0 | D | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 18.0 | E | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 18.0 | F | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 18.0 | G | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 18.0 | H | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 18.0 | I | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 18.0 | J | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 18.0 | K | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 18.0 | L | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 18.0 | M | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 18.0 | N | 3/15/2026 | 89161.32 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 18.0 | O | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 18.0 | P | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 18.0 | Q | 3/15/2026 | 96016.99 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 18.0 | R | 3/15/2026 | 98417.42 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 18.0 | S | 3/15/2026 | 100877.85 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 18.0 | T | 3/15/2026 | 103399.80 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 18.0 | U | 3/15/2026 | 105984.80 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 18.0 | V | 3/15/2026 | 108634.42 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 18.0 | W | 3/15/2026 | 111350.28 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 18.0 | X | 3/15/2026 | 114134.03 | 9511.17 | 4755.58 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 18.0 | Y | 3/15/2026 | 116987.38 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 18.0 | Z | 3/15/2026 | 119912.07 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 18.0 | 01 | 3/15/2026 | 122909.87 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 18.0 | 02 | 3/15/2026 | 125982.62 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 18.0 | 03 | 3/15/2026 | 129132.19 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 18.0 | 04 | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 18.0 | 05 | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 18.0 | 06 | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 18.0 | 07 | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 18.0 | 08 | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 18.0 | 09 | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 18.0 | 10 | 3/15/2026 | 153497.58 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 18.0 | 11 | 3/15/2026 | 157335.02 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 18.0 | 12 | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 18.0 | 13 | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 18.0 | 14 | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 18.0 | 15 | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 18.0 | 16 | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 18.0 | 17 | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 18.0 | 18 | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 18.0 | 19 | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 18.0 | 20 | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 18.0 | 21 | 3/15/2026 | 201402.14 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 18.0 | 22 | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 18.0 | 23 | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 18.0 | 24 | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 67953.84 | 5662.82 | 2831.41 | 2613.60 | 2614.08 | 1306.80 | 1307.04 | 261.36 | 560.16 | 32.67 | 23.34 | 49.01 | 35.01 | 113.60 | 36.89 |
| 19.0 | B | 3/15/2026 | 69652.68 | 5804.39 | 2902.20 | 2679.20 | 2679.04 | 1339.60 | 1339.52 | 267.92 | 574.08 | 33.49 | 23.92 | 50.24 | 35.88 | 36.89 | 37.76 |
| 19.0 | C | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 37.76 | 38.66 |
| 19.0 | D | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 19.0 | E | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 19.0 | F | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 19.0 | G | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 19.0 | H | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 19.0 | I | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 19.0 | J | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 19.0 | K | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 19.0 | L | 3/15/2026 | 89161.32 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 19.0 | M | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 19.0 | N | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 19.0 | O | 3/15/2026 | 96016.99 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 19.0 | P | 3/15/2026 | 98417.42 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 19.0 | Q | 3/15/2026 | 100877.85 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 19.0 | R | 3/15/2026 | 103399.80 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 19.0 | S | 3/15/2026 | 105984.80 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 19.0 | T | 3/15/2026 | 108634.42 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 19.0 | U | 3/15/2026 | 111350.28 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 19.0 | V | 3/15/2026 | 114134.03 | 9511.17 | 4755.58 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 19.0 | W | 3/15/2026 | 116987.38 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 19.0 | X | 3/15/2026 | 119912.07 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 19.0 | Y | 3/15/2026 | 122909.87 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 19.0 | Z | 3/15/2026 | 125982.62 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 19.0 | 01 | 3/15/2026 | 129132.19 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 19.0 | 02 | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 19.0 | 03 | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 19.0 | 04 | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 19.0 | 05 | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 19.0 | 06 | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 19.0 | 07 | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 19.0 | 08 | 3/15/2026 | 153497.58 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 19.0 | 09 | 3/15/2026 | 157335.02 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 19.0 | 10 | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 19.0 | 11 | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 19.0 | 12 | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 19.0 | 13 | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 19.0 | 14 | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 19.0 | 15 | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 19.0 | 16 | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 19.0 | 17 | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 19.0 | 18 | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 19.0 | 19 | 3/15/2026 | 201402.14 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 19.0 | 20 | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 19.0 | 21 | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 19.0 | 22 | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 19.0 | 23 | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 19.0 | 24 | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 71394.00 | 5949.50 | 2974.75 | 2745.60 | 2746.24 | 1372.80 | 1373.12 | 274.56 | 588.48 | 34.32 | 24.52 | 51.48 | 36.78 | 119.25 | 38.66 |
| 20.0 | B | 3/15/2026 | 73178.85 | 6098.24 | 3049.12 | 2814.40 | 2814.56 | 1407.20 | 1407.28 | 281.44 | 603.12 | 35.18 | 25.13 | 52.77 | 37.70 | 38.66 | 39.57 |
| 20.0 | C | 3/15/2026 | 75008.32 | 6250.69 | 3125.35 | 2884.80 | 2885.12 | 1442.40 | 1442.56 | 288.48 | 618.24 | 36.06 | 25.76 | 54.09 | 38.64 | 39.57 | 40.52 |
| 20.0 | D | 3/15/2026 | 76883.53 | 6406.96 | 3203.48 | 2956.80 | 2956.80 | 1478.40 | 1478.40 | 295.68 | 633.60 | 36.96 | 26.40 | 55.44 | 39.60 | 40.52 | 41.48 |
| 20.0 | E | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 41.48 | 42.47 |
| 20.0 | F | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 20.0 | G | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 20.0 | H | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 20.0 | I | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 20.0 | J | 3/15/2026 | 89161.32 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 20.0 | K | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 20.0 | L | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 20.0 | M | 3/15/2026 | 96016.99 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 20.0 | N | 3/15/2026 | 98417.42 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 20.0 | O | 3/15/2026 | 100877.85 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 20.0 | P | 3/15/2026 | 103399.80 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 20.0 | Q | 3/15/2026 | 105984.80 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 20.0 | R | 3/15/2026 | 108634.42 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 20.0 | S | 3/15/2026 | 111350.28 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 20.0 | T | 3/15/2026 | 114134.03 | 9511.17 | 4755.58 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 20.0 | U | 3/15/2026 | 116987.38 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 20.0 | V | 3/15/2026 | 119912.07 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 20.0 | W | 3/15/2026 | 122909.87 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 20.0 | X | 3/15/2026 | 125982.62 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 20.0 | Y | 3/15/2026 | 129132.18 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 20.0 | Z | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 20.0 | 01 | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 20.0 | 02 | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 20.0 | 03 | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 20.0 | 04 | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 20.0 | 05 | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 20.0 | 06 | 3/15/2026 | 153497.58 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 20.0 | 07 | 3/15/2026 | 157335.02 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 20.0 | 08 | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 20.0 | 09 | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 20.0 | 10 | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 20.0 | 11 | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 20.0 | 12 | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 20.0 | 13 | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 20.0 | 14 | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 20.0 | 15 | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 20.0 | 16 | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 20.0 | 17 | 3/15/2026 | 201402.14 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 20.0 | 18 | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 20.0 | 19 | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 20.0 | 20 | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 20.0 | 21 | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 20.0 | 22 | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 20.0 | 23 | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 20.0 | 24 | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 78805.62 | 6567.14 | 3283.57 | 3031.20 | 3030.72 | 1515.60 | 1515.36 | 303.12 | 649.44 | 37.89 | 27.06 | 56.84 | 40.59 | 125.19 | 42.47 |
| 21.0 | B | 3/15/2026 | 80775.76 | 6731.31 | 3365.66 | 3106.40 | 3106.88 | 1553.20 | 1553.44 | 310.64 | 665.76 | 38.83 | 27.74 | 58.25 | 41.61 | 42.47 | 43.49 |
| 21.0 | C | 3/15/2026 | 82795.15 | 6899.60 | 3449.80 | 3184.80 | 3184.16 | 1592.40 | 1592.08 | 318.48 | 682.32 | 39.81 | 28.43 | 59.72 | 42.65 | 43.49 | 44.52 |
| 21.0 | D | 3/15/2026 | 84865.03 | 7072.09 | 3536.04 | 3264.00 | 3263.68 | 1632.00 | 1631.84 | 326.40 | 699.36 | 40.80 | 29.14 | 61.20 | 43.71 | 44.52 | 45.59 |
| 21.0 | E | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 45.59 | 46.68 |
| 21.0 | F | 3/15/2026 | 89161.32 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 21.0 | G | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 21.0 | H | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 21.0 | I | 3/15/2026 | 96016.99 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 21.0 | J | 3/15/2026 | 98417.42 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 21.0 | K | 3/15/2026 | 100877.85 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 21.0 | L | 3/15/2026 | 103399.80 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 21.0 | M | 3/15/2026 | 105984.80 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 21.0 | N | 3/15/2026 | 108634.42 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 21.0 | O | 3/15/2026 | 111350.28 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 21.0 | P | 3/15/2026 | 114134.03 | 9511.17 | 4755.58 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 21.0 | Q | 3/15/2026 | 116987.38 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 21.0 | R | 3/15/2026 | 119912.07 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 21.0 | S | 3/15/2026 | 122909.87 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 21.0 | T | 3/15/2026 | 125982.62 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 21.0 | U | 3/15/2026 | 129132.18 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 21.0 | V | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 21.0 | W | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 21.0 | X | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 21.0 | Y | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 21.0 | Z | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 21.0 | 01 | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 21.0 | 02 | 3/15/2026 | 153497.58 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 21.0 | 03 | 3/15/2026 | 157335.02 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 21.0 | 04 | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 21.0 | 05 | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 21.0 | 06 | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 21.0 | 07 | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 21.0 | 08 | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 21.0 | 09 | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 21.0 | 10 | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 21.0 | 11 | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 21.0 | 12 | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 21.0 | 13 | 3/15/2026 | 201402.14 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 21.0 | 14 | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 21.0 | 15 | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 21.0 | 16 | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 21.0 | 17 | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 21.0 | 18 | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 21.0 | 19 | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 21.0 | 20 | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |
| 21.0 | 21 | 3/15/2026 | 245388.95 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 21.0 | 22 | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 21.0 | 23 | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 21.0 | 24 | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 86986.66 | 7248.89 | 3624.44 | 3345.60 | 3345.44 | 1672.80 | 1672.72 | 334.56 | 716.88 | 41.82 | 29.87 | 62.73 | 44.81 | 138.00 | 46.68 |
| 22.0 | B | 3/15/2026 | 89161.32 | 7430.11 | 3715.06 | 3429.60 | 3429.44 | 1714.80 | 1714.72 | 342.96 | 734.88 | 42.87 | 30.62 | 64.31 | 45.93 | 46.68 | 47.81 |
| 22.0 | C | 3/15/2026 | 91390.36 | 7615.86 | 3807.93 | 3515.20 | 3514.56 | 1757.60 | 1757.28 | 351.52 | 753.12 | 43.94 | 31.38 | 65.91 | 47.07 | 47.81 | 48.95 |
| 22.0 | D | 3/15/2026 | 93675.12 | 7806.26 | 3903.13 | 3603.20 | 3603.04 | 1801.60 | 1801.52 | 360.32 | 772.08 | 45.04 | 32.17 | 67.56 | 48.26 | 48.95 | 50.13 |
| 22.0 | E | 3/15/2026 | 96016.99 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 50.13 | 51.33 |
| 22.0 | F | 3/15/2026 | 98417.42 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 22.0 | G | 3/15/2026 | 100877.85 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 22.0 | H | 3/15/2026 | 103399.80 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 22.0 | I | 3/15/2026 | 105984.80 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 22.0 | J | 3/15/2026 | 108634.42 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 22.0 | K | 3/15/2026 | 111350.28 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 22.0 | L | 3/15/2026 | 114134.03 | 9511.17 | 4755.58 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 22.0 | M | 3/15/2026 | 116987.38 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 22.0 | N | 3/15/2026 | 119912.07 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 22.0 | O | 3/15/2026 | 122909.87 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 22.0 | P | 3/15/2026 | 125982.62 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 22.0 | Q | 3/15/2026 | 129132.18 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 22.0 | R | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 22.0 | S | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 22.0 | T | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 22.0 | U | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 22.0 | V | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 22.0 | W | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 22.0 | X | 3/15/2026 | 153497.59 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 22.0 | Y | 3/15/2026 | 157335.03 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 22.0 | Z | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 22.0 | 01 | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 22.0 | 02 | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 22.0 | 03 | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 22.0 | 04 | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 22.0 | 05 | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 22.0 | 06 | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 22.0 | 07 | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 22.0 | 08 | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 22.0 | 09 | 3/15/2026 | 201402.14 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 22.0 | 10 | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 22.0 | 11 | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 22.0 | 12 | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 22.0 | 13 | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 22.0 | 14 | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 22.0 | 15 | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 22.0 | 16 | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |
| 22.0 | 17 | 3/15/2026 | 245388.95 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 22.0 | 18 | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 22.0 | 19 | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 22.0 | 20 | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |
| 22.0 | 21 | 3/15/2026 | 270863.48 | 22571.96 | 11285.98 | 10417.60 | 10418.24 | 5208.80 | 5209.12 | 1041.76 | 2232.48 | 130.22 | 93.02 | 195.33 | 139.53 | 138.00 | 141.41 |
| 22.0 | 22 | 3/15/2026 | 277635.07 | 23136.26 | 11568.13 | 10678.40 | 10678.08 | 5339.20 | 5339.04 | 1067.84 | 2288.16 | 133.48 | 95.34 | 200.22 | 143.01 | 141.41 | 144.89 |
| 22.0 | 23 | 3/15/2026 | 284575.95 | 23714.66 | 11857.33 | 10945.60 | 10945.76 | 5472.80 | 5472.88 | 1094.56 | 2345.52 | 136.82 | 97.73 | 205.23 | 146.60 | 144.89 | 148.47 |
| 22.0 | 24 | 3/15/2026 | 291690.35 | 24307.53 | 12153.76 | 11219.20 | 11219.04 | 5609.60 | 5609.52 | 1121.92 | 2404.08 | 140.24 | 100.17 | 210.36 | 150.26 | 148.47 | 152.13 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 96016.99 | 8001.42 | 4000.71 | 3692.80 | 3692.64 | 1846.40 | 1846.32 | 369.28 | 791.28 | 46.16 | 32.97 | 69.24 | 49.46 | 152.13 | 51.33 |
| 23.0 | B | 3/15/2026 | 98417.42 | 8201.45 | 4100.73 | 3785.60 | 3785.60 | 1892.80 | 1892.80 | 378.56 | 811.20 | 47.32 | 33.80 | 70.98 | 50.70 | 51.33 | 52.58 |
| 23.0 | C | 3/15/2026 | 100877.85 | 8406.49 | 4203.24 | 3880.00 | 3879.68 | 1940.00 | 1939.84 | 388.00 | 831.36 | 48.50 | 34.64 | 72.75 | 51.96 | 52.58 | 53.84 |
| 23.0 | D | 3/15/2026 | 103399.80 | 8616.65 | 4308.33 | 3976.80 | 3977.12 | 1988.40 | 1988.56 | 397.68 | 852.24 | 49.71 | 35.51 | 74.57 | 53.27 | 53.84 | 55.14 |
| 23.0 | E | 3/15/2026 | 105984.80 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 55.14 | 56.48 |
| 23.0 | F | 3/15/2026 | 108634.42 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 23.0 | G | 3/15/2026 | 111350.28 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 23.0 | H | 3/15/2026 | 114134.03 | 9511.17 | 4755.58 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 23.0 | I | 3/15/2026 | 116987.38 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 23.0 | J | 3/15/2026 | 119912.07 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 23.0 | K | 3/15/2026 | 122909.87 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 23.0 | L | 3/15/2026 | 125982.62 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 23.0 | M | 3/15/2026 | 129132.18 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 23.0 | N | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 23.0 | O | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 23.0 | P | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 23.0 | Q | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 23.0 | R | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 23.0 | S | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 23.0 | T | 3/15/2026 | 153497.59 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 23.0 | U | 3/15/2026 | 157335.03 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 23.0 | V | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 23.0 | W | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 23.0 | X | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 23.0 | Y | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 23.0 | Z | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 23.0 | 01 | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 23.0 | 02 | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 23.0 | 03 | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 23.0 | 04 | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 23.0 | 05 | 3/15/2026 | 201402.14 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 23.0 | 06 | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 23.0 | 07 | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 23.0 | 08 | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 23.0 | 09 | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 23.0 | 10 | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 23.0 | 11 | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 23.0 | 12 | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |
| 23.0 | 13 | 3/15/2026 | 245388.95 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 23.0 | 14 | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 23.0 | 15 | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 23.0 | 16 | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |
| 23.0 | 17 | 3/15/2026 | 270863.48 | 22571.96 | 11285.98 | 10417.60 | 10418.24 | 5208.80 | 5209.12 | 1041.76 | 2232.48 | 130.22 | 93.02 | 195.33 | 139.53 | 138.00 | 141.41 |
| 23.0 | 18 | 3/15/2026 | 277635.07 | 23136.26 | 11568.13 | 10678.40 | 10678.08 | 5339.20 | 5339.04 | 1067.84 | 2288.16 | 133.48 | 95.34 | 200.22 | 143.01 | 141.41 | 144.89 |
| 23.0 | 19 | 3/15/2026 | 284575.95 | 23714.66 | 11857.33 | 10945.60 | 10945.76 | 5472.80 | 5472.88 | 1094.56 | 2345.52 | 136.82 | 97.73 | 205.23 | 146.60 | 144.89 | 148.47 |
| 23.0 | 20 | 3/15/2026 | 291690.35 | 24307.53 | 12153.76 | 11219.20 | 11219.04 | 5609.60 | 5609.52 | 1121.92 | 2404.08 | 140.24 | 100.17 | 210.36 | 150.26 | 148.47 | 152.13 |
| 23.0 | 21 | 3/15/2026 | 298982.61 | 24915.22 | 12457.61 | 11499.20 | 11499.04 | 5749.60 | 5749.52 | 1149.92 | 2464.08 | 143.74 | 102.67 | 215.61 | 154.01 | 152.13 | 155.88 |
| 23.0 | 22 | 3/15/2026 | 306457.18 | 25538.10 | 12769.05 | 11787.20 | 11786.88 | 5893.60 | 5893.44 | 1178.72 | 2525.76 | 147.34 | 105.24 | 221.01 | 157.86 | 155.88 | 159.74 |
| 23.0 | 23 | 3/15/2026 | 314118.61 | 26176.55 | 13088.28 | 12081.60 | 12081.44 | 6040.80 | 6040.72 | 1208.16 | 2588.88 | 151.02 | 107.87 | 226.53 | 161.81 | 159.74 | 163.68 |
| 23.0 | 24 | 3/15/2026 | 321971.58 | 26830.97 | 13415.48 | 12383.20 | 12383.84 | 6191.60 | 6191.92 | 1238.32 | 2653.68 | 154.79 | 110.57 | 232.19 | 165.86 | 163.68 | 167.73 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 105984.80 | 8832.07 | 4416.03 | 4076.00 | 4076.80 | 2038.00 | 2038.40 | 407.60 | 873.60 | 50.95 | 36.40 | 76.43 | 54.60 | 167.73 | 56.48 |
| 24.0 | B | 3/15/2026 | 108634.42 | 9052.87 | 4526.43 | 4178.40 | 4178.72 | 2089.20 | 2089.36 | 417.84 | 895.44 | 52.23 | 37.31 | 78.35 | 55.97 | 56.48 | 57.84 |
| 24.0 | C | 3/15/2026 | 111350.28 | 9279.19 | 4639.60 | 4282.40 | 4282.88 | 2141.20 | 2141.44 | 428.24 | 917.76 | 53.53 | 38.24 | 80.30 | 57.36 | 57.84 | 59.24 |
| 24.0 | D | 3/15/2026 | 114134.03 | 9511.17 | 4755.58 | 4389.60 | 4389.28 | 2194.80 | 2194.64 | 438.96 | 940.56 | 54.87 | 39.19 | 82.31 | 58.79 | 59.24 | 60.66 |
| 24.0 | E | 3/15/2026 | 116987.38 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 60.66 | 62.13 |
| 24.0 | F | 3/15/2026 | 119912.07 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 24.0 | G | 3/15/2026 | 122909.87 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 24.0 | H | 3/15/2026 | 125982.62 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 24.0 | I | 3/15/2026 | 129132.18 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 24.0 | J | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 24.0 | K | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 24.0 | L | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 24.0 | M | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 24.0 | N | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 24.0 | O | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 24.0 | P | 3/15/2026 | 153497.59 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 24.0 | Q | 3/15/2026 | 157335.03 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 24.0 | R | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 24.0 | S | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 24.0 | T | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 24.0 | U | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 24.0 | V | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 24.0 | W | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 24.0 | X | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 24.0 | Y | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 24.0 | Z | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 24.0 | 01 | 3/15/2026 | 201402.14 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 24.0 | 02 | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 24.0 | 03 | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 24.0 | 04 | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 24.0 | 05 | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 24.0 | 06 | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 24.0 | 07 | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 24.0 | 08 | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |
| 24.0 | 09 | 3/15/2026 | 245388.95 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 24.0 | 10 | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 24.0 | 11 | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 24.0 | 12 | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |
| 24.0 | 13 | 3/15/2026 | 270863.48 | 22571.96 | 11285.98 | 10417.60 | 10418.24 | 5208.80 | 5209.12 | 1041.76 | 2232.48 | 130.22 | 93.02 | 195.33 | 139.53 | 138.00 | 141.41 |
| 24.0 | 14 | 3/15/2026 | 277635.07 | 23136.26 | 11568.13 | 10678.40 | 10678.08 | 5339.20 | 5339.04 | 1067.84 | 2288.16 | 133.48 | 95.34 | 200.22 | 143.01 | 141.41 | 144.89 |
| 24.0 | 15 | 3/15/2026 | 284575.95 | 23714.66 | 11857.33 | 10945.60 | 10945.76 | 5472.80 | 5472.88 | 1094.56 | 2345.52 | 136.82 | 97.73 | 205.23 | 146.60 | 144.89 | 148.47 |
| 24.0 | 16 | 3/15/2026 | 291690.35 | 24307.53 | 12153.76 | 11219.20 | 11219.04 | 5609.60 | 5609.52 | 1121.92 | 2404.08 | 140.24 | 100.17 | 210.36 | 150.26 | 148.47 | 152.13 |
| 24.0 | 17 | 3/15/2026 | 298982.61 | 24915.22 | 12457.61 | 11499.20 | 11499.04 | 5749.60 | 5749.52 | 1149.92 | 2464.08 | 143.74 | 102.67 | 215.61 | 154.01 | 152.13 | 155.88 |
| 24.0 | 18 | 3/15/2026 | 306457.18 | 25538.10 | 12769.05 | 11787.20 | 11786.88 | 5893.60 | 5893.44 | 1178.72 | 2525.76 | 147.34 | 105.24 | 221.01 | 157.86 | 155.88 | 159.74 |
| 24.0 | 19 | 3/15/2026 | 314118.61 | 26176.55 | 13088.28 | 12081.60 | 12081.44 | 6040.80 | 6040.72 | 1208.16 | 2588.88 | 151.02 | 107.87 | 226.53 | 161.81 | 159.74 | 163.68 |
| 24.0 | 20 | 3/15/2026 | 321971.58 | 26830.97 | 13415.48 | 12383.20 | 12383.84 | 6191.60 | 6191.92 | 1238.32 | 2653.68 | 154.79 | 110.57 | 232.19 | 165.86 | 163.68 | 167.73 |
| 24.0 | 21 | 3/15/2026 | 330020.87 | 27501.74 | 13750.87 | 12692.80 | 12692.96 | 6346.40 | 6346.48 | 1269.28 | 2719.92 | 158.66 | 113.33 | 237.99 | 170.00 | 167.73 | 171.87 |
| 24.0 | 22 | 3/15/2026 | 338271.39 | 28189.28 | 14094.64 | 13010.40 | 13009.92 | 6505.20 | 6504.96 | 1301.04 | 2787.84 | 162.63 | 116.16 | 243.95 | 174.24 | 171.87 | 176.12 |
| 24.0 | 23 | 3/15/2026 | 346728.17 | 28894.01 | 14447.01 | 13336.00 | 13335.84 | 6668.00 | 6667.92 | 1333.60 | 2857.68 | 166.70 | 119.07 | 250.05 | 178.61 | 176.12 | 180.48 |
| 24.0 | 24 | 3/15/2026 | 355396.37 | 29616.36 | 14808.18 | 13668.80 | 13669.60 | 6834.40 | 6834.80 | 1366.88 | 2929.20 | 170.86 | 122.05 | 256.29 | 183.08 | 180.48 | 184.95 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 116987.38 | 9748.95 | 4874.47 | 4499.20 | 4499.04 | 2249.60 | 2249.52 | 449.92 | 964.08 | 56.24 | 40.17 | 84.36 | 60.26 | 184.95 | 62.13 |
| 25.0 | B | 3/15/2026 | 119912.07 | 9992.67 | 4996.34 | 4612.00 | 4612.16 | 2306.00 | 2306.08 | 461.20 | 988.32 | 57.65 | 41.18 | 86.48 | 61.77 | 62.13 | 63.65 |
| 25.0 | C | 3/15/2026 | 122909.87 | 10242.49 | 5121.24 | 4727.20 | 4727.52 | 2363.60 | 2363.76 | 472.72 | 1013.04 | 59.09 | 42.21 | 88.64 | 63.32 | 63.65 | 65.19 |
| 25.0 | D | 3/15/2026 | 125982.62 | 10498.55 | 5249.28 | 4845.60 | 4845.12 | 2422.80 | 2422.56 | 484.56 | 1038.24 | 60.57 | 43.26 | 90.86 | 64.89 | 65.19 | 66.77 |
| 25.0 | E | 3/15/2026 | 129132.18 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 66.77 | 68.39 |
| 25.0 | F | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 25.0 | G | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 25.0 | H | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 25.0 | I | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 25.0 | J | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 25.0 | K | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 25.0 | L | 3/15/2026 | 153497.59 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 25.0 | M | 3/15/2026 | 157335.03 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 25.0 | N | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 25.0 | O | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 25.0 | P | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 25.0 | Q | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 25.0 | R | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 25.0 | S | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 25.0 | T | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 25.0 | U | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 25.0 | V | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 25.0 | W | 3/15/2026 | 201402.13 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 25.0 | X | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 25.0 | Y | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 25.0 | Z | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 25.0 | 01 | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 25.0 | 02 | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 25.0 | 03 | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 25.0 | 04 | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |
| 25.0 | 05 | 3/15/2026 | 245388.95 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 25.0 | 06 | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 25.0 | 07 | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 25.0 | 08 | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |
| 25.0 | 09 | 3/15/2026 | 270863.48 | 22571.96 | 11285.98 | 10417.60 | 10418.24 | 5208.80 | 5209.12 | 1041.76 | 2232.48 | 130.22 | 93.02 | 195.33 | 139.53 | 138.00 | 141.41 |
| 25.0 | 10 | 3/15/2026 | 277635.07 | 23136.26 | 11568.13 | 10678.40 | 10678.08 | 5339.20 | 5339.04 | 1067.84 | 2288.16 | 133.48 | 95.34 | 200.22 | 143.01 | 141.41 | 144.89 |
| 25.0 | 11 | 3/15/2026 | 284575.95 | 23714.66 | 11857.33 | 10945.60 | 10945.76 | 5472.80 | 5472.88 | 1094.56 | 2345.52 | 136.82 | 97.73 | 205.23 | 146.60 | 144.89 | 148.47 |
| 25.0 | 12 | 3/15/2026 | 291690.35 | 24307.53 | 12153.76 | 11219.20 | 11219.04 | 5609.60 | 5609.52 | 1121.92 | 2404.08 | 140.24 | 100.17 | 210.36 | 150.26 | 148.47 | 152.13 |
| 25.0 | 13 | 3/15/2026 | 298982.61 | 24915.22 | 12457.61 | 11499.20 | 11499.04 | 5749.60 | 5749.52 | 1149.92 | 2464.08 | 143.74 | 102.67 | 215.61 | 154.01 | 152.13 | 155.88 |
| 25.0 | 14 | 3/15/2026 | 306457.18 | 25538.10 | 12769.05 | 11787.20 | 11786.88 | 5893.60 | 5893.44 | 1178.72 | 2525.76 | 147.34 | 105.24 | 221.01 | 157.86 | 155.88 | 159.74 |
| 25.0 | 15 | 3/15/2026 | 314118.61 | 26176.55 | 13088.28 | 12081.60 | 12081.44 | 6040.80 | 6040.72 | 1208.16 | 2588.88 | 151.02 | 107.87 | 226.53 | 161.81 | 159.74 | 163.68 |
| 25.0 | 16 | 3/15/2026 | 321971.58 | 26830.97 | 13415.48 | 12383.20 | 12383.84 | 6191.60 | 6191.92 | 1238.32 | 2653.68 | 154.79 | 110.57 | 232.19 | 165.86 | 163.68 | 167.73 |
| 25.0 | 17 | 3/15/2026 | 330020.87 | 27501.74 | 13750.87 | 12692.80 | 12692.96 | 6346.40 | 6346.48 | 1269.28 | 2719.92 | 158.66 | 113.33 | 237.99 | 170.00 | 167.73 | 171.87 |
| 25.0 | 18 | 3/15/2026 | 338271.39 | 28189.28 | 14094.64 | 13010.40 | 13009.92 | 6505.20 | 6504.96 | 1301.04 | 2787.84 | 162.63 | 116.16 | 243.95 | 174.24 | 171.87 | 176.12 |
| 25.0 | 19 | 3/15/2026 | 346728.17 | 28894.01 | 14447.01 | 13336.00 | 13335.84 | 6668.00 | 6667.92 | 1333.60 | 2857.68 | 166.70 | 119.07 | 250.05 | 178.61 | 176.12 | 180.48 |
| 25.0 | 20 | 3/15/2026 | 355396.37 | 29616.36 | 14808.18 | 13668.80 | 13669.60 | 6834.40 | 6834.80 | 1366.88 | 2929.20 | 170.86 | 122.05 | 256.29 | 183.08 | 180.48 | 184.95 |
| 25.0 | 21 | 3/15/2026 | 364281.28 | 30356.77 | 15178.39 | 14011.20 | 14011.20 | 7005.60 | 7005.60 | 1401.12 | 3002.40 | 175.14 | 125.10 | 262.71 | 187.65 | 184.95 | 189.53 |
| 25.0 | 22 | 3/15/2026 | 373388.31 | 31115.69 | 15557.85 | 14360.80 | 14360.64 | 7180.40 | 7180.32 | 1436.08 | 3077.28 | 179.51 | 128.22 | 269.27 | 192.33 | 189.53 | 194.21 |
| 25.0 | 23 | 3/15/2026 | 382723.02 | 31893.59 | 15946.79 | 14720.00 | 14720.16 | 7360.00 | 7360.08 | 1472.00 | 3154.32 | 184.00 | 131.43 | 276.00 | 197.15 | 194.21 | 199.02 |
| 25.0 | 24 | 3/15/2026 | 392291.10 | 32690.93 | 16345.46 | 15088.00 | 15088.64 | 7544.00 | 7544.32 | 1508.80 | 3233.28 | 188.60 | 134.72 | 282.90 | 202.08 | 199.02 | 203.96 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 129132.18 | 10761.02 | 5380.51 | 4966.40 | 4966.08 | 2483.20 | 2483.04 | 496.64 | 1064.16 | 62.08 | 44.34 | 93.12 | 66.51 | 203.96 | 68.39 |
| 26.0 | B | 3/15/2026 | 132360.49 | 11030.04 | 5515.02 | 5090.40 | 5090.40 | 2545.20 | 2545.20 | 509.04 | 1090.80 | 63.63 | 45.45 | 95.45 | 68.18 | 68.39 | 70.05 |
| 26.0 | C | 3/15/2026 | 135669.50 | 11305.79 | 5652.90 | 5218.40 | 5218.08 | 2609.20 | 2609.04 | 521.84 | 1118.16 | 65.23 | 46.59 | 97.85 | 69.89 | 70.05 | 71.76 |
| 26.0 | D | 3/15/2026 | 139061.24 | 11588.44 | 5794.22 | 5348.80 | 5348.00 | 2674.40 | 2674.00 | 534.88 | 1146.00 | 66.86 | 47.75 | 100.29 | 71.63 | 71.76 | 73.50 |
| 26.0 | E | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 73.50 | 75.30 |
| 26.0 | F | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 26.0 | G | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 26.0 | H | 3/15/2026 | 153497.59 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 26.0 | I | 3/15/2026 | 157335.03 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 26.0 | J | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 26.0 | K | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 26.0 | L | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 26.0 | M | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 26.0 | N | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 26.0 | O | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 26.0 | P | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 26.0 | Q | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 26.0 | R | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 26.0 | S | 3/15/2026 | 201402.13 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 26.0 | T | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 26.0 | U | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 26.0 | V | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 26.0 | W | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 26.0 | X | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 26.0 | Y | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 26.0 | Z | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 26.0 | 01 | 3/15/2026 | 245388.95 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 26.0 | 02 | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 26.0 | 03 | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 26.0 | 04 | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |
| 26.0 | 05 | 3/15/2026 | 270863.48 | 22571.96 | 11285.98 | 10417.60 | 10418.24 | 5208.80 | 5209.12 | 1041.76 | 2232.48 | 130.22 | 93.02 | 195.33 | 139.53 | 138.00 | 141.41 |
| 26.0 | 06 | 3/15/2026 | 277635.07 | 23136.26 | 11568.13 | 10678.40 | 10678.08 | 5339.20 | 5339.04 | 1067.84 | 2288.16 | 133.48 | 95.34 | 200.22 | 143.01 | 141.41 | 144.89 |
| 26.0 | 07 | 3/15/2026 | 284575.95 | 23714.66 | 11857.33 | 10945.60 | 10945.76 | 5472.80 | 5472.88 | 1094.56 | 2345.52 | 136.82 | 97.73 | 205.23 | 146.60 | 144.89 | 148.47 |
| 26.0 | 08 | 3/15/2026 | 291690.35 | 24307.53 | 12153.76 | 11219.20 | 11219.04 | 5609.60 | 5609.52 | 1121.92 | 2404.08 | 140.24 | 100.17 | 210.36 | 150.26 | 148.47 | 152.13 |
| 26.0 | 09 | 3/15/2026 | 298982.61 | 24915.22 | 12457.61 | 11499.20 | 11499.04 | 5749.60 | 5749.52 | 1149.92 | 2464.08 | 143.74 | 102.67 | 215.61 | 154.01 | 152.13 | 155.88 |
| 26.0 | 10 | 3/15/2026 | 306457.18 | 25538.10 | 12769.05 | 11787.20 | 11786.88 | 5893.60 | 5893.44 | 1178.72 | 2525.76 | 147.34 | 105.24 | 221.01 | 157.86 | 155.88 | 159.74 |
| 26.0 | 11 | 3/15/2026 | 314118.61 | 26176.55 | 13088.28 | 12081.60 | 12081.44 | 6040.80 | 6040.72 | 1208.16 | 2588.88 | 151.02 | 107.87 | 226.53 | 161.81 | 159.74 | 163.68 |
| 26.0 | 12 | 3/15/2026 | 321971.58 | 26830.97 | 13415.48 | 12383.20 | 12383.84 | 6191.60 | 6191.92 | 1238.32 | 2653.68 | 154.79 | 110.57 | 232.19 | 165.86 | 163.68 | 167.73 |
| 26.0 | 13 | 3/15/2026 | 330020.87 | 27501.74 | 13750.87 | 12692.80 | 12692.96 | 6346.40 | 6346.48 | 1269.28 | 2719.92 | 158.66 | 113.33 | 237.99 | 170.00 | 167.73 | 171.87 |
| 26.0 | 14 | 3/15/2026 | 338271.39 | 28189.28 | 14094.64 | 13010.40 | 13009.92 | 6505.20 | 6504.96 | 1301.04 | 2787.84 | 162.63 | 116.16 | 243.95 | 174.24 | 171.87 | 176.12 |
| 26.0 | 15 | 3/15/2026 | 346728.17 | 28894.01 | 14447.01 | 13336.00 | 13335.84 | 6668.00 | 6667.92 | 1333.60 | 2857.68 | 166.70 | 119.07 | 250.05 | 178.61 | 176.12 | 180.48 |
| 26.0 | 16 | 3/15/2026 | 355396.37 | 29616.36 | 14808.18 | 13668.80 | 13669.60 | 6834.40 | 6834.80 | 1366.88 | 2929.20 | 170.86 | 122.05 | 256.29 | 183.08 | 180.48 | 184.95 |
| 26.0 | 17 | 3/15/2026 | 364281.28 | 30356.77 | 15178.39 | 14011.20 | 14011.20 | 7005.60 | 7005.60 | 1401.12 | 3002.40 | 175.14 | 125.10 | 262.71 | 187.65 | 184.95 | 189.53 |
| 26.0 | 18 | 3/15/2026 | 373388.31 | 31115.69 | 15557.85 | 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 | 19 | 3/15/2026 | 382723.02 | 31893.59 | 15946.79 | 14720.00 | 14720.16 | 7360.00 | 7360.08 | 1472.00 | 3154.32 | 184.00 | 131.43 | 276.00 | 197.15 | 194.21 | 199.02 |
| 26.0 | 20 | 3/15/2026 | 392291.10 | 32690.93 | 16345.46 | 15088.00 | 15088.64 | 7544.00 | 7544.32 | 1508.80 | 3233.28 | 188.60 | 134.72 | 282.90 | 202.08 | 199.02 | 203.96 |
| 26.0 | 21 | 3/15/2026 | 402098.38 | 33508.20 | 16754.10 | 15465.60 | 15464.96 | 7732.80 | 7732.48 | 1546.56 | 3313.92 | 193.32 | 138.08 | 289.98 | 207.12 | 203.96 | 209.00 |
| 26.0 | 22 | 3/15/2026 | 412150.84 | 34345.90 | 17172.95 | 15852.00 | 15852.48 | 7926.00 | 7926.24 | 1585.20 | 3396.96 | 198.15 | 141.54 | 297.23 | 212.31 | 209.00 | 214.19 |
| 26.0 | 23 | 3/15/2026 | 422454.61 | 35204.55 | 17602.28 | 16248.00 | 16247.84 | 8124.00 | 8123.92 | 1624.80 | 3481.68 | 203.10 | 145.07 | 304.65 | 217.61 | 214.19 | 219.48 |
| 26.0 | 24 | 3/15/2026 | 433015.98 | 36084.67 | 18042.33 | 16654.40 | 16654.40 | 8327.20 | 8327.20 | 1665.44 | 3568.80 | 208.18 | 148.70 | 312.27 | 223.05 | 219.48 | 224.93 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 142537.77 | 11878.15 | 5939.07 | 5482.40 | 5482.40 | 2741.20 | 2741.20 | 548.24 | 1174.80 | 68.53 | 48.95 | 102.80 | 73.43 | 224.93 | 75.30 |
| 27.0 | B | 3/15/2026 | 146101.21 | 12175.10 | 6087.55 | 5619.20 | 5619.04 | 2809.60 | 2809.52 | 561.92 | 1204.08 | 70.24 | 50.17 | 105.36 | 75.26 | 75.30 | 77.13 |
| 27.0 | C | 3/15/2026 | 149753.74 | 12479.48 | 6239.74 | 5760.00 | 5760.16 | 2880.00 | 2880.08 | 576.00 | 1234.32 | 72.00 | 51.43 | 108.00 | 77.15 | 77.13 | 79.02 |
| 27.0 | D | 3/15/2026 | 153497.59 | 12791.47 | 6395.73 | 5904.00 | 5903.52 | 2952.00 | 2951.76 | 590.40 | 1265.04 | 73.80 | 52.71 | 110.70 | 79.07 | 79.02 | 80.94 |
| 27.0 | E | 3/15/2026 | 157335.03 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 80.94 | 82.92 |
| 27.0 | F | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 27.0 | G | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 27.0 | H | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 27.0 | I | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 27.0 | J | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 27.0 | K | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 27.0 | L | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 27.0 | M | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 27.0 | N | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 27.0 | O | 3/15/2026 | 201402.13 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 27.0 | P | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 27.0 | Q | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 27.0 | R | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 27.0 | S | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 27.0 | T | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 27.0 | U | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 27.0 | V | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |
| 27.0 | W | 3/15/2026 | 245388.94 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 27.0 | X | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 27.0 | Y | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 27.0 | Z | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 27.0 | 01 | 3/15/2026 | 270863.48 | 22571.96 | 11285.98 | 10417.60 | 10418.24 | 5208.80 | 5209.12 | 1041.76 | 2232.48 | 130.22 | 93.02 | 195.33 | 139.53 | 138.00 | 141.41 |
| 27.0 | 02 | 3/15/2026 | 277635.07 | 23136.26 | 11568.13 | 10678.40 | 10678.08 | 5339.20 | 5339.04 | 1067.84 | 2288.16 | 133.48 | 95.34 | 200.22 | 143.01 | 141.41 | 144.89 |
| 27.0 | 03 | 3/15/2026 | 284575.95 | 23714.66 | 11857.33 | 10945.60 | 10945.76 | 5472.80 | 5472.88 | 1094.56 | 2345.52 | 136.82 | 97.73 | 205.23 | 146.60 | 144.89 | 148.47 |
| 27.0 | 04 | 3/15/2026 | 291690.35 | 24307.53 | 12153.76 | 11219.20 | 11219.04 | 5609.60 | 5609.52 | 1121.92 | 2404.08 | 140.24 | 100.17 | 210.36 | 150.26 | 148.47 | 152.13 |
| 27.0 | 05 | 3/15/2026 | 298982.61 | 24915.22 | 12457.61 | 11499.20 | 11499.04 | 5749.60 | 5749.52 | 1149.92 | 2464.08 | 143.74 | 102.67 | 215.61 | 154.01 | 152.13 | 155.88 |
| 27.0 | 06 | 3/15/2026 | 306457.18 | 25538.10 | 12769.05 | 11787.20 | 11786.88 | 5893.60 | 5893.44 | 1178.72 | 2525.76 | 147.34 | 105.24 | 221.01 | 157.86 | 155.88 | 159.74 |
| 27.0 | 07 | 3/15/2026 | 314118.61 | 26176.55 | 13088.28 | 12081.60 | 12081.44 | 6040.80 | 6040.72 | 1208.16 | 2588.88 | 151.02 | 107.87 | 226.53 | 161.81 | 159.74 | 163.68 |
| 27.0 | 08 | 3/15/2026 | 321971.58 | 26830.97 | 13415.48 | 12383.20 | 12383.84 | 6191.60 | 6191.92 | 1238.32 | 2653.68 | 154.79 | 110.57 | 232.19 | 165.86 | 163.68 | 167.73 |
| 27.0 | 09 | 3/15/2026 | 330020.87 | 27501.74 | 13750.87 | 12692.80 | 12692.96 | 6346.40 | 6346.48 | 1269.28 | 2719.92 | 158.66 | 113.33 | 237.99 | 170.00 | 167.73 | 171.87 |
| 27.0 | 10 | 3/15/2026 | 338271.39 | 28189.28 | 14094.64 | 13010.40 | 13009.92 | 6505.20 | 6504.96 | 1301.04 | 2787.84 | 162.63 | 116.16 | 243.95 | 174.24 | 171.87 | 176.12 |
| 27.0 | 11 | 3/15/2026 | 346728.17 | 28894.01 | 14447.01 | 13336.00 | 13335.84 | 6668.00 | 6667.92 | 1333.60 | 2857.68 | 166.70 | 119.07 | 250.05 | 178.61 | 176.12 | 180.48 |
| 27.0 | 12 | 3/15/2026 | 355396.37 | 29616.36 | 14808.18 | 13668.80 | 13669.60 | 6834.40 | 6834.80 | 1366.88 | 2929.20 | 170.86 | 122.05 | 256.29 | 183.08 | 180.48 | 184.95 |
| 27.0 | 13 | 3/15/2026 | 364281.28 | 30356.77 | 15178.39 | 14011.20 | 14011.20 | 7005.60 | 7005.60 | 1401.12 | 3002.40 | 175.14 | 125.10 | 262.71 | 187.65 | 184.95 | 189.53 |
| 27.0 | 14 | 3/15/2026 | 373388.31 | 31115.69 | 15557.85 | 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 | 15 | 3/15/2026 | 382723.02 | 31893.59 | 15946.79 | 14720.00 | 14720.16 | 7360.00 | 7360.08 | 1472.00 | 3154.32 | 184.00 | 131.43 | 276.00 | 197.15 | 194.21 | 199.02 |
| 27.0 | 16 | 3/15/2026 | 392291.10 | 32690.93 | 16345.46 | 15088.00 | 15088.64 | 7544.00 | 7544.32 | 1508.80 | 3233.28 | 188.60 | 134.72 | 282.90 | 202.08 | 199.02 | 203.96 |
| 27.0 | 17 | 3/15/2026 | 402098.38 | 33508.20 | 16754.10 | 15465.60 | 15464.96 | 7732.80 | 7732.48 | 1546.56 | 3313.92 | 193.32 | 138.08 | 289.98 | 207.12 | 203.96 | 209.00 |
| 27.0 | 18 | 3/15/2026 | 412150.84 | 34345.90 | 17172.95 | 15852.00 | 15852.48 | 7926.00 | 7926.24 | 1585.20 | 3396.96 | 198.15 | 141.54 | 297.23 | 212.31 | 209.00 | 214.19 |
| 27.0 | 19 | 3/15/2026 | 422454.61 | 35204.55 | 17602.28 | 16248.00 | 16247.84 | 8124.00 | 8123.92 | 1624.80 | 3481.68 | 203.10 | 145.07 | 304.65 | 217.61 | 214.19 | 219.48 |
| 27.0 | 20 | 3/15/2026 | 433015.98 | 36084.67 | 18042.33 | 16654.40 | 16654.40 | 8327.20 | 8327.20 | 1665.44 | 3568.80 | 208.18 | 148.70 | 312.27 | 223.05 | 219.48 | 224.93 |
| 27.0 | 21 | 3/15/2026 | 443841.38 | 36986.78 | 18493.39 | 17071.20 | 17071.04 | 8535.60 | 8535.52 | 1707.12 | 3658.08 | 213.39 | 152.42 | 320.09 | 228.63 | 224.93 | 230.51 |
| 27.0 | 22 | 3/15/2026 | 454937.41 | 37911.45 | 18955.73 | 17497.60 | 17497.76 | 8748.80 | 8748.88 | 1749.76 | 3749.52 | 218.72 | 156.23 | 328.08 | 234.35 | 230.51 | 236.22 |
| 27.0 | 23 | 3/15/2026 | 466310.85 | 38859.24 | 19429.62 | 17935.20 | 17934.56 | 8967.60 | 8967.28 | 1793.52 | 3843.12 | 224.19 | 160.13 | 336.29 | 240.20 | 236.22 | 242.07 |
| 27.0 | 24 | 3/15/2026 | 477968.62 | 39830.72 | 19915.36 | 18383.20 | 18383.68 | 9191.60 | 9191.84 | 1838.32 | 3939.36 | 229.79 | 164.14 | 344.69 | 246.21 | 242.07 | 248.09 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 157335.03 | 13111.25 | 6555.63 | 6051.20 | 6051.36 | 3025.60 | 3025.68 | 605.12 | 1296.72 | 75.64 | 54.03 | 113.46 | 81.05 | 248.09 | 82.92 |
| 28.0 | B | 3/15/2026 | 161268.40 | 13439.03 | 6719.52 | 6202.40 | 6202.56 | 3101.20 | 3101.28 | 620.24 | 1329.12 | 77.53 | 55.38 | 116.30 | 83.07 | 82.92 | 84.95 |
| 28.0 | C | 3/15/2026 | 165300.11 | 13775.01 | 6887.50 | 6357.60 | 6358.24 | 3178.80 | 3179.12 | 635.76 | 1362.48 | 79.47 | 56.77 | 119.21 | 85.16 | 84.95 | 87.03 |
| 28.0 | D | 3/15/2026 | 169432.61 | 14119.38 | 7059.69 | 6516.80 | 6516.16 | 3258.40 | 3258.08 | 651.68 | 1396.32 | 81.46 | 58.18 | 122.19 | 87.27 | 87.03 | 89.15 |
| 28.0 | E | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 89.15 | 91.34 |
| 28.0 | F | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 28.0 | G | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 28.0 | H | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 28.0 | I | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 28.0 | J | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 28.0 | K | 3/15/2026 | 201402.13 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 28.0 | L | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 28.0 | M | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 28.0 | N | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 28.0 | O | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 28.0 | P | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 28.0 | Q | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 28.0 | R | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |
| 28.0 | S | 3/15/2026 | 245388.94 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 28.0 | T | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 28.0 | U | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 28.0 | V | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |
| 28.0 | W | 3/15/2026 | 270863.48 | 22571.96 | 11285.98 | 10417.60 | 10418.24 | 5208.80 | 5209.12 | 1041.76 | 2232.48 | 130.22 | 93.02 | 195.33 | 139.53 | 138.00 | 141.41 |
| 28.0 | X | 3/15/2026 | 277635.07 | 23136.26 | 11568.13 | 10678.40 | 10678.08 | 5339.20 | 5339.04 | 1067.84 | 2288.16 | 133.48 | 95.34 | 200.22 | 143.01 | 141.41 | 144.89 |
| 28.0 | Y | 3/15/2026 | 284575.94 | 23714.66 | 11857.33 | 10945.60 | 10945.76 | 5472.80 | 5472.88 | 1094.56 | 2345.52 | 136.82 | 97.73 | 205.23 | 146.60 | 144.89 | 148.47 |
| 28.0 | Z | 3/15/2026 | 291690.34 | 24307.53 | 12153.76 | 11219.20 | 11219.04 | 5609.60 | 5609.52 | 1121.92 | 2404.08 | 140.24 | 100.17 | 210.36 | 150.26 | 148.47 | 152.13 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 28.0 | 01 | 3/15/2026 | 298982.60 | 24915.22 | 12457.61 | 11499.20 | 11499.04 | 5749.60 | 5749.52 | 1149.92 | 2464.08 | 143.74 | 102.67 | 215.61 | 154.01 | 152.13 | 155.88 |
| 28.0 | 02 | 3/15/2026 | 306457.17 | 25538.10 | 12769.05 | 11787.20 | 11786.88 | 5893.60 | 5893.44 | 1178.72 | 2525.76 | 147.34 | 105.24 | 221.01 | 157.86 | 155.88 | 159.74 |
| 28.0 | 03 | 3/15/2026 | 314118.60 | 26176.55 | 13088.28 | 12081.60 | 12081.44 | 6040.80 | 6040.72 | 1208.16 | 2588.88 | 151.02 | 107.87 | 226.53 | 161.81 | 159.74 | 163.68 |
| 28.0 | 04 | 3/15/2026 | 321971.57 | 26830.96 | 13415.48 | 12383.20 | 12383.84 | 6191.60 | 6191.92 | 1238.32 | 2653.68 | 154.79 | 110.57 | 232.19 | 165.86 | 163.68 | 167.73 |
| 28.0 | 05 | 3/15/2026 | 330020.86 | 27501.74 | 13750.87 | 12692.80 | 12692.96 | 6346.40 | 6346.48 | 1269.28 | 2719.92 | 158.66 | 113.33 | 237.99 | 170.00 | 167.73 | 171.87 |
| 28.0 | 06 | 3/15/2026 | 338271.38 | 28189.28 | 14094.64 | 13010.40 | 13009.92 | 6505.20 | 6504.96 | 1301.04 | 2787.84 | 162.63 | 116.16 | 243.95 | 174.24 | 171.87 | 176.12 |
| 28.0 | 07 | 3/15/2026 | 346728.16 | 28894.01 | 14447.01 | 13336.00 | 13335.84 | 6668.00 | 6667.92 | 1333.60 | 2857.68 | 166.70 | 119.07 | 250.05 | 178.61 | 176.12 | 180.48 |
| 28.0 | 08 | 3/15/2026 | 355396.36 | 29616.36 | 14808.18 | 13668.80 | 13669.60 | 6834.40 | 6834.80 | 1366.88 | 2929.20 | 170.86 | 122.05 | 256.29 | 183.08 | 180.48 | 184.95 |
| 28.0 | 09 | 3/15/2026 | 364281.27 | 30356.77 | 15178.39 | 14011.20 | 14011.20 | 7005.60 | 7005.60 | 1401.12 | 3002.40 | 175.14 | 125.10 | 262.71 | 187.65 | 184.95 | 189.53 |
| 28.0 | 10 | 3/15/2026 | 373388.30 | 31115.69 | 15557.85 | 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 | 11 | 3/15/2026 | 382723.01 | 31893.58 | 15946.79 | 14720.00 | 14720.16 | 7360.00 | 7360.08 | 1472.00 | 3154.32 | 184.00 | 131.43 | 276.00 | 197.15 | 194.21 | 199.02 |
| 28.0 | 12 | 3/15/2026 | 392291.09 | 32690.92 | 16345.46 | 15088.00 | 15088.64 | 7544.00 | 7544.32 | 1508.80 | 3233.28 | 188.60 | 134.72 | 282.90 | 202.08 | 199.02 | 203.96 |
| 28.0 | 13 | 3/15/2026 | 402098.37 | 33508.20 | 16754.10 | 15465.60 | 15464.96 | 7732.80 | 7732.48 | 1546.56 | 3313.92 | 193.32 | 138.08 | 289.98 | 207.12 | 203.96 | 209.00 |
| 28.0 | 14 | 3/15/2026 | 412150.83 | 34345.90 | 17172.95 | 15852.00 | 15852.48 | 7926.00 | 7926.24 | 1585.20 | 3396.96 | 198.15 | 141.54 | 297.23 | 212.31 | 209.00 | 214.19 |
| 28.0 | 15 | 3/15/2026 | 422454.60 | 35204.55 | 17602.28 | 16248.00 | 16247.84 | 8124.00 | 8123.92 | 1624.80 | 3481.68 | 203.10 | 145.07 | 304.65 | 217.61 | 214.19 | 219.48 |
| 28.0 | 16 | 3/15/2026 | 433015.97 | 36084.66 | 18042.33 | 16654.40 | 16654.40 | 8327.20 | 8327.20 | 1665.44 | 3568.80 | 208.18 | 148.70 | 312.27 | 223.05 | 219.48 | 224.93 |
| 28.0 | 17 | 3/15/2026 | 443841.37 | 36986.78 | 18493.39 | 17071.20 | 17071.04 | 8535.60 | 8535.52 | 1707.12 | 3658.08 | 213.39 | 152.42 | 320.09 | 228.63 | 224.93 | 230.51 |
| 28.0 | 18 | 3/15/2026 | 454937.40 | 37911.45 | 18955.73 | 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 | 19 | 3/15/2026 | 466310.84 | 38859.24 | 19429.62 | 17935.20 | 17934.56 | 8967.60 | 8967.28 | 1793.52 | 3843.12 | 224.19 | 160.13 | 336.29 | 240.20 | 236.22 | 242.07 |
| 28.0 | 20 | 3/15/2026 | 477968.61 | 39830.72 | 19915.36 | 18383.20 | 18383.68 | 9191.60 | 9191.84 | 1838.32 | 3939.36 | 229.79 | 164.14 | 344.69 | 246.21 | 242.07 | 248.09 |
| 28.0 | 21 | 3/15/2026 | 489917.83 | 40826.49 | 20413.24 | 18843.20 | 18842.88 | 9421.60 | 9421.44 | 1884.32 | 4037.76 | 235.54 | 168.24 | 353.31 | 252.36 | 248.09 | 254.24 |
| 28.0 | 22 | 3/15/2026 | 502165.78 | 41847.15 | 20923.57 | 19314.40 | 19314.40 | 9657.20 | 9657.20 | 1931.44 | 4138.80 | 241.43 | 172.45 | 362.15 | 258.68 | 254.24 | 260.55 |
| 28.0 | 23 | 3/15/2026 | 514719.92 | 42893.33 | 21446.66 | 19796.80 | 19797.12 | 9898.40 | 9898.56 | 1979.68 | 4242.24 | 247.46 | 176.76 | 371.19 | 265.14 | 260.55 | 267.02 |
| 28.0 | 24 | 3/15/2026 | 527587.92 | 43965.66 | 21982.83 | 20292.00 | 20292.16 | 10146.00 | 10146.08 | 2029.20 | 4348.32 | 253.65 | 181.18 | 380.48 | 271.77 | 267.02 | 273.65 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 173668.43 | 14472.37 | 7236.18 | 6679.20 | 6679.68 | 3339.60 | 3339.84 | 667.92 | 1431.36 | 83.49 | 59.64 | 125.24 | 89.46 | 273.65 | 91.34 |
| 29.0 | B | 3/15/2026 | 178010.14 | 14834.18 | 7417.09 | 6846.40 | 6846.56 | 3423.20 | 3423.28 | 684.64 | 1467.12 | 85.58 | 61.13 | 128.37 | 91.70 | 91.34 | 93.57 |
| 29.0 | C | 3/15/2026 | 182460.39 | 15205.03 | 7602.52 | 7017.60 | 7017.92 | 3508.80 | 3508.96 | 701.76 | 1503.84 | 87.72 | 62.66 | 131.58 | 93.99 | 93.57 | 95.87 |
| 29.0 | D | 3/15/2026 | 187021.90 | 15585.16 | 7792.58 | 7192.80 | 7192.64 | 3596.40 | 3596.32 | 719.28 | 1541.28 | 89.91 | 64.22 | 134.87 | 96.33 | 95.87 | 98.21 |
| 29.0 | E | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 98.21 | 100.62 |
| 29.0 | F | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 29.0 | G | 3/15/2026 | 201402.13 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 29.0 | H | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 29.0 | I | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 29.0 | J | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 29.0 | K | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 29.0 | L | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 29.0 | M | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 29.0 | N | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |
| 29.0 | O | 3/15/2026 | 245388.94 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 29.0 | P | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 29.0 | Q | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 29.0 | R | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |
| 29.0 | S | 3/15/2026 | 270863.48 | 22571.96 | 11285.98 | 10417.60 | 10418.24 | 5208.80 | 5209.12 | 1041.76 | 2232.48 | 130.22 | 93.02 | 195.33 | 139.53 | 138.00 | 141.41 |
| 29.0 | T | 3/15/2026 | 277635.07 | 23136.26 | 11568.13 | 10678.40 | 10678.08 | 5339.20 | 5339.04 | 1067.84 | 2288.16 | 133.48 | 95.34 | 200.22 | 143.01 | 141.41 | 144.89 |
| 29.0 | U | 3/15/2026 | 284575.94 | 23714.66 | 11857.33 | 10945.60 | 10945.76 | 5472.80 | 5472.88 | 1094.56 | 2345.52 | 136.82 | 97.73 | 205.23 | 146.60 | 144.89 | 148.47 |
| 29.0 | V | 3/15/2026 | 291690.34 | 24307.53 | 12153.76 | 11219.20 | 11219.04 | 5609.60 | 5609.52 | 1121.92 | 2404.08 | 140.24 | 100.17 | 210.36 | 150.26 | 148.47 | 152.13 |
| 29.0 | W | 3/15/2026 | 298982.60 | 24915.22 | 12457.61 | 11499.20 | 11499.04 | 5749.60 | 5749.52 | 1149.92 | 2464.08 | 143.74 | 102.67 | 215.61 | 154.01 | 152.13 | 155.88 |
| 29.0 | X | 3/15/2026 | 306457.17 | 25538.10 | 12769.05 | 11787.20 | 11786.88 | 5893.60 | 5893.44 | 1178.72 | 2525.76 | 147.34 | 105.24 | 221.01 | 157.86 | 155.88 | 159.74 |
| 29.0 | Y | 3/15/2026 | 314118.59 | 26176.55 | 13088.27 | 12081.60 | 12081.44 | 6040.80 | 6040.72 | 1208.16 | 2588.88 | 151.02 | 107.87 | 226.53 | 161.81 | 159.74 | 163.68 |
| 29.0 | Z | 3/15/2026 | 321971.56 | 26830.96 | 13415.48 | 12383.20 | 12383.84 | 6191.60 | 6191.92 | 1238.32 | 2653.68 | 154.79 | 110.57 | 232.19 | 165.86 | 163.68 | 167.73 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 29.0 | 01 | 3/15/2026 | 330020.85 | 27501.74 | 13750.87 | 12692.80 | 12692.96 | 6346.40 | 6346.48 | 1269.28 | 2719.92 | 158.66 | 113.33 | 237.99 | 170.00 | 167.73 | 171.87 |
| 29.0 | 02 | 3/15/2026 | 338271.37 | 28189.28 | 14094.64 | 13010.40 | 13009.92 | 6505.20 | 6504.96 | 1301.04 | 2787.84 | 162.63 | 116.16 | 243.95 | 174.24 | 171.87 | 176.12 |
| 29.0 | 03 | 3/15/2026 | 346728.15 | 28894.01 | 14447.01 | 13336.00 | 13335.84 | 6668.00 | 6667.92 | 1333.60 | 2857.68 | 166.70 | 119.07 | 250.05 | 178.61 | 176.12 | 180.48 |
| 29.0 | 04 | 3/15/2026 | 355396.35 | 29616.36 | 14808.18 | 13668.80 | 13669.60 | 6834.40 | 6834.80 | 1366.88 | 2929.20 | 170.86 | 122.05 | 256.29 | 183.08 | 180.48 | 184.95 |
| 29.0 | 05 | 3/15/2026 | 364281.26 | 30356.77 | 15178.39 | 14011.20 | 14011.20 | 7005.60 | 7005.60 | 1401.12 | 3002.40 | 175.14 | 125.10 | 262.71 | 187.65 | 184.95 | 189.53 |
| 29.0 | 06 | 3/15/2026 | 373388.29 | 31115.69 | 15557.85 | 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 | 07 | 3/15/2026 | 382723.00 | 31893.58 | 15946.79 | 14720.00 | 14720.16 | 7360.00 | 7360.08 | 1472.00 | 3154.32 | 184.00 | 131.43 | 276.00 | 197.15 | 194.21 | 199.02 |
| 29.0 | 08 | 3/15/2026 | 392291.08 | 32690.92 | 16345.46 | 15088.00 | 15088.64 | 7544.00 | 7544.32 | 1508.80 | 3233.28 | 188.60 | 134.72 | 282.90 | 202.08 | 199.02 | 203.96 |
| 29.0 | 09 | 3/15/2026 | 402098.36 | 33508.20 | 16754.10 | 15465.60 | 15464.96 | 7732.80 | 7732.48 | 1546.56 | 3313.92 | 193.32 | 138.08 | 289.98 | 207.12 | 203.96 | 209.00 |
| 29.0 | 10 | 3/15/2026 | 412150.82 | 34345.90 | 17172.95 | 15852.00 | 15852.48 | 7926.00 | 7926.24 | 1585.20 | 3396.96 | 198.15 | 141.54 | 297.23 | 212.31 | 209.00 | 214.19 |
| 29.0 | 11 | 3/15/2026 | 422454.59 | 35204.55 | 17602.27 | 16248.00 | 16247.84 | 8124.00 | 8123.92 | 1624.80 | 3481.68 | 203.10 | 145.07 | 304.65 | 217.61 | 214.19 | 219.48 |
| 29.0 | 12 | 3/15/2026 | 433015.95 | 36084.66 | 18042.33 | 16654.40 | 16654.40 | 8327.20 | 8327.20 | 1665.44 | 3568.80 | 208.18 | 148.70 | 312.27 | 223.05 | 219.48 | 224.93 |
| 29.0 | 13 | 3/15/2026 | 443841.35 | 36986.78 | 18493.39 | 17071.20 | 17071.04 | 8535.60 | 8535.52 | 1707.12 | 3658.08 | 213.39 | 152.42 | 320.09 | 228.63 | 224.93 | 230.51 |
| 29.0 | 14 | 3/15/2026 | 454937.38 | 37911.45 | 18955.72 | 17497.60 | 17497.76 | 8748.80 | 8748.88 | 1749.76 | 3749.52 | 218.72 | 156.23 | 328.08 | 234.35 | 230.51 | 236.22 |
| 29.0 | 15 | 3/15/2026 | 466310.81 | 38859.23 | 19429.62 | 17935.20 | 17934.56 | 8967.60 | 8967.28 | 1793.52 | 3843.12 | 224.19 | 160.13 | 336.29 | 240.20 | 236.22 | 242.07 |
| 29.0 | 16 | 3/15/2026 | 477968.58 | 39830.72 | 19915.36 | 18383.20 | 18383.68 | 9191.60 | 9191.84 | 1838.32 | 3939.36 | 229.79 | 164.14 | 344.69 | 246.21 | 242.07 | 248.09 |
| 29.0 | 17 | 3/15/2026 | 489917.79 | 40826.48 | 20413.24 | 18843.20 | 18842.88 | 9421.60 | 9421.44 | 1884.32 | 4037.76 | 235.54 | 168.24 | 353.31 | 252.36 | 248.09 | 254.24 |
| 29.0 | 18 | 3/15/2026 | 502165.73 | 41847.14 | 20923.57 | 19314.40 | 19314.40 | 9657.20 | 9657.20 | 1931.44 | 4138.80 | 241.43 | 172.45 | 362.15 | 258.68 | 254.24 | 260.55 |
| 29.0 | 19 | 3/15/2026 | 514719.87 | 42893.32 | 21446.66 | 19796.80 | 19797.12 | 9898.40 | 9898.56 | 1979.68 | 4242.24 | 247.46 | 176.76 | 371.19 | 265.14 | 260.55 | 267.02 |
| 29.0 | 20 | 3/15/2026 | 527587.87 | 43965.66 | 21982.83 | 20292.00 | 20292.16 | 10146.00 | 10146.08 | 2029.20 | 4348.32 | 253.65 | 181.18 | 380.48 | 271.77 | 267.02 | 273.65 |
| 29.0 | 21 | 3/15/2026 | 540777.57 | 45064.80 | 22532.40 | 20799.20 | 20799.52 | 10399.60 | 10399.76 | 2079.92 | 4457.04 | 259.99 | 185.71 | 389.99 | 278.57 | 273.65 | 280.44 |
| 29.0 | 22 | 3/15/2026 | 554297.01 | 46191.42 | 23095.71 | 21319.20 | 21319.20 | 10659.60 | 10659.60 | 2131.92 | 4568.40 | 266.49 | 190.35 | 399.74 | 285.53 | 280.44 | 287.40 |
| 29.0 | 23 | 3/15/2026 | 568154.44 | 47346.20 | 23673.10 | 21852.00 | 21852.32 | 10926.00 | 10926.16 | 2185.20 | 4682.64 | 273.15 | 195.11 | 409.73 | 292.67 | 287.40 | 294.54 |
| 29.0 | 24 | 3/15/2026 | 582358.30 | 48529.86 | 24264.93 | 22398.40 | 22398.88 | 11199.20 | 11199.44 | 2239.84 | 4799.76 | 279.98 | 199.99 | 419.97 | 299.99 | 294.54 | 301.86 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 191697.45 | 15974.79 | 7987.39 | 7372.80 | 7372.96 | 3686.40 | 3686.48 | 737.28 | 1579.92 | 92.16 | 65.83 | 138.24 | 98.75 | 301.86 | 100.62 |
| 30.0 | B | 3/15/2026 | 196489.89 | 16374.16 | 8187.08 | 7557.60 | 7557.76 | 3778.80 | 3778.88 | 755.76 | 1619.52 | 94.47 | 67.48 | 141.71 | 101.22 | 100.62 | 103.10 |
| 30.0 | C | 3/15/2026 | 201402.13 | 16783.51 | 8391.76 | 7746.40 | 7745.92 | 3873.20 | 3872.96 | 774.64 | 1659.84 | 96.83 | 69.16 | 145.25 | 103.74 | 103.10 | 105.62 |
| 30.0 | D | 3/15/2026 | 206437.19 | 17203.10 | 8601.55 | 7940.00 | 7939.68 | 3970.00 | 3969.84 | 794.00 | 1701.36 | 99.25 | 70.89 | 148.88 | 106.34 | 105.62 | 108.21 |
| 30.0 | E | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 108.21 | 110.87 |
| 30.0 | F | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 30.0 | G | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 30.0 | H | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 30.0 | I | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 30.0 | J | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |
| 30.0 | K | 3/15/2026 | 245388.94 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 30.0 | L | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 30.0 | M | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 30.0 | N | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |
| 30.0 | O | 3/15/2026 | 270863.48 | 22571.96 | 11285.98 | 10417.60 | 10418.24 | 5208.80 | 5209.12 | 1041.76 | 2232.48 | 130.22 | 93.02 | 195.33 | 139.53 | 138.00 | 141.41 |
| 30.0 | P | 3/15/2026 | 277635.07 | 23136.26 | 11568.13 | 10678.40 | 10678.08 | 5339.20 | 5339.04 | 1067.84 | 2288.16 | 133.48 | 95.34 | 200.22 | 143.01 | 141.41 | 144.89 |
| 30.0 | Q | 3/15/2026 | 284575.94 | 23714.66 | 11857.33 | 10945.60 | 10945.76 | 5472.80 | 5472.88 | 1094.56 | 2345.52 | 136.82 | 97.73 | 205.23 | 146.60 | 144.89 | 148.47 |
| 30.0 | R | 3/15/2026 | 291690.34 | 24307.53 | 12153.76 | 11219.20 | 11219.04 | 5609.60 | 5609.52 | 1121.92 | 2404.08 | 140.24 | 100.17 | 210.36 | 150.26 | 148.47 | 152.13 |
| 30.0 | S | 3/15/2026 | 298982.60 | 24915.22 | 12457.61 | 11499.20 | 11499.04 | 5749.60 | 5749.52 | 1149.92 | 2464.08 | 143.74 | 102.67 | 215.61 | 154.01 | 152.13 | 155.88 |
| 30.0 | T | 3/15/2026 | 306457.17 | 25538.10 | 12769.05 | 11787.20 | 11786.88 | 5893.60 | 5893.44 | 1178.72 | 2525.76 | 147.34 | 105.24 | 221.01 | 157.86 | 155.88 | 159.74 |
| 30.0 | U | 3/15/2026 | 314118.59 | 26176.55 | 13088.27 | 12081.60 | 12081.44 | 6040.80 | 6040.72 | 1208.16 | 2588.88 | 151.02 | 107.87 | 226.53 | 161.81 | 159.74 | 163.68 |
| 30.0 | V | 3/15/2026 | 321971.56 | 26830.96 | 13415.48 | 12383.20 | 12383.84 | 6191.60 | 6191.92 | 1238.32 | 2653.68 | 154.79 | 110.57 | 232.19 | 165.86 | 163.68 | 167.73 |
| 30.0 | W | 3/15/2026 | 330020.85 | 27501.74 | 13750.87 | 12692.80 | 12692.96 | 6346.40 | 6346.48 | 1269.28 | 2719.92 | 158.66 | 113.33 | 237.99 | 170.00 | 167.73 | 171.87 |
| 30.0 | X | 3/15/2026 | 338271.37 | 28189.28 | 14094.64 | 13010.40 | 13009.92 | 6505.20 | 6504.96 | 1301.04 | 2787.84 | 162.63 | 116.16 | 243.95 | 174.24 | 171.87 | 176.12 |
| 30.0 | Y | 3/15/2026 | 346728.15 | 28894.01 | 14447.01 | 13336.00 | 13335.84 | 6668.00 | 6667.92 | 1333.60 | 2857.68 | 166.70 | 119.07 | 250.05 | 178.61 | 176.12 | 180.48 |
| 30.0 | Z | 3/15/2026 | 355396.36 | 29616.36 | 14808.18 | 13668.80 | 13669.60 | 6834.40 | 6834.80 | 1366.88 | 2929.20 | 170.86 | 122.05 | 256.29 | 183.08 | 180.48 | 184.95 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 30.0 | 01 | 3/15/2026 | 364281.27 | 30356.77 | 15178.39 | 14011.20 | 14011.20 | 7005.60 | 7005.60 | 1401.12 | 3002.40 | 175.14 | 125.10 | 262.71 | 187.65 | 184.95 | 189.53 |
| 30.0 | 02 | 3/15/2026 | 373388.30 | 31115.69 | 15557.85 | 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 | 03 | 3/15/2026 | 382723.01 | 31893.58 | 15946.79 | 14720.00 | 14720.16 | 7360.00 | 7360.08 | 1472.00 | 3154.32 | 184.00 | 131.43 | 276.00 | 197.15 | 194.21 | 199.02 |
| 30.0 | 04 | 3/15/2026 | 392291.09 | 32690.92 | 16345.46 | 15088.00 | 15088.64 | 7544.00 | 7544.32 | 1508.80 | 3233.28 | 188.60 | 134.72 | 282.90 | 202.08 | 199.02 | 203.96 |
| 30.0 | 05 | 3/15/2026 | 402098.37 | 33508.20 | 16754.10 | 15465.60 | 15464.96 | 7732.80 | 7732.48 | 1546.56 | 3313.92 | 193.32 | 138.08 | 289.98 | 207.12 | 203.96 | 209.00 |
| 30.0 | 06 | 3/15/2026 | 412150.83 | 34345.90 | 17172.95 | 15852.00 | 15852.48 | 7926.00 | 7926.24 | 1585.20 | 3396.96 | 198.15 | 141.54 | 297.23 | 212.31 | 209.00 | 214.19 |
| 30.0 | 07 | 3/15/2026 | 422454.60 | 35204.55 | 17602.28 | 16248.00 | 16247.84 | 8124.00 | 8123.92 | 1624.80 | 3481.68 | 203.10 | 145.07 | 304.65 | 217.61 | 214.19 | 219.48 |
| 30.0 | 08 | 3/15/2026 | 433015.97 | 36084.66 | 18042.33 | 16654.40 | 16654.40 | 8327.20 | 8327.20 | 1665.44 | 3568.80 | 208.18 | 148.70 | 312.27 | 223.05 | 219.48 | 224.93 |
| 30.0 | 09 | 3/15/2026 | 443841.37 | 36986.78 | 18493.39 | 17071.20 | 17071.04 | 8535.60 | 8535.52 | 1707.12 | 3658.08 | 213.39 | 152.42 | 320.09 | 228.63 | 224.93 | 230.51 |
| 30.0 | 10 | 3/15/2026 | 454937.40 | 37911.45 | 18955.73 | 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 | 11 | 3/15/2026 | 466310.84 | 38859.24 | 19429.62 | 17935.20 | 17934.56 | 8967.60 | 8967.28 | 1793.52 | 3843.12 | 224.19 | 160.13 | 336.29 | 240.20 | 236.22 | 242.07 |
| 30.0 | 12 | 3/15/2026 | 477968.61 | 39830.72 | 19915.36 | 18383.20 | 18383.68 | 9191.60 | 9191.84 | 1838.32 | 3939.36 | 229.79 | 164.14 | 344.69 | 246.21 | 242.07 | 248.09 |
| 30.0 | 13 | 3/15/2026 | 489917.83 | 40826.49 | 20413.24 | 18843.20 | 18842.88 | 9421.60 | 9421.44 | 1884.32 | 4037.76 | 235.54 | 168.24 | 353.31 | 252.36 | 248.09 | 254.24 |
| 30.0 | 14 | 3/15/2026 | 502165.78 | 41847.15 | 20923.57 | 19314.40 | 19314.40 | 9657.20 | 9657.20 | 1931.44 | 4138.80 | 241.43 | 172.45 | 362.15 | 258.68 | 254.24 | 260.55 |
| 30.0 | 15 | 3/15/2026 | 514719.92 | 42893.33 | 21446.66 | 19796.80 | 19797.12 | 9898.40 | 9898.56 | 1979.68 | 4242.24 | 247.46 | 176.76 | 371.19 | 265.14 | 260.55 | 267.02 |
| 30.0 | 16 | 3/15/2026 | 527587.92 | 43965.66 | 21982.83 | 20292.00 | 20292.16 | 10146.00 | 10146.08 | 2029.20 | 4348.32 | 253.65 | 181.18 | 380.48 | 271.77 | 267.02 | 273.65 |
| 30.0 | 17 | 3/15/2026 | 540777.62 | 45064.80 | 22532.40 | 20799.20 | 20799.52 | 10399.60 | 10399.76 | 2079.92 | 4457.04 | 259.99 | 185.71 | 389.99 | 278.57 | 273.65 | 280.44 |
| 30.0 | 18 | 3/15/2026 | 554297.06 | 46191.42 | 23095.71 | 21319.20 | 21319.20 | 10659.60 | 10659.60 | 2131.92 | 4568.40 | 266.49 | 190.35 | 399.74 | 285.53 | 280.44 | 287.40 |
| 30.0 | 19 | 3/15/2026 | 568154.49 | 47346.21 | 23673.10 | 21852.00 | 21852.32 | 10926.00 | 10926.16 | 2185.20 | 4682.64 | 273.15 | 195.11 | 409.73 | 292.67 | 287.40 | 294.54 |
| 30.0 | 20 | 3/15/2026 | 582358.35 | 48529.86 | 24264.93 | 22398.40 | 22398.88 | 11199.20 | 11199.44 | 2239.84 | 4799.76 | 279.98 | 199.99 | 419.97 | 299.99 | 294.54 | 301.86 |
| 30.0 | 21 | 3/15/2026 | 596917.31 | 49743.11 | 24871.55 | 22958.40 | 22958.88 | 11479.20 | 11479.44 | 2295.84 | 4919.76 | 286.98 | 204.99 | 430.47 | 307.49 | 301.86 | 309.36 |
| 30.0 | 22 | 3/15/2026 | 611840.24 | 50986.69 | 25493.34 | 23532.00 | 23532.32 | 11766.00 | 11766.16 | 2353.20 | 5042.64 | 294.15 | 210.11 | 441.23 | 315.17 | 309.36 | 317.04 |
| 30.0 | 23 | 3/15/2026 | 627136.25 | 52261.35 | 26130.68 | 24120.80 | 24120.32 | 12060.40 | 12060.16 | 2412.08 | 5168.64 | 301.51 | 215.36 | 452.27 | 323.04 | 317.04 | 324.92 |
| 30.0 | 24 | 3/15/2026 | 642814.66 | 53567.89 | 26783.94 | 24724.00 | 24724.00 | 12362.00 | 12362.00 | 2472.40 | 5298.00 | 309.05 | 220.75 | 463.58 | 331.13 | 324.92 | 333.00 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 211598.12 | 17633.18 | 8816.59 | 8138.40 | 8137.92 | 4069.20 | 4068.96 | 813.84 | 1743.84 | 101.73 | 72.66 | 152.60 | 108.99 | 333.00 | 110.87 |
| 31.0 | B | 3/15/2026 | 216888.07 | 18074.01 | 9037.00 | 8341.60 | 8341.76 | 4170.80 | 4170.88 | 834.16 | 1787.52 | 104.27 | 74.48 | 156.41 | 111.72 | 110.87 | 113.60 |
| 31.0 | C | 3/15/2026 | 222310.27 | 18525.86 | 9262.93 | 8550.40 | 8550.08 | 4275.20 | 4275.04 | 855.04 | 1832.16 | 106.88 | 76.34 | 160.32 | 114.51 | 113.60 | 116.39 |
| 31.0 | D | 3/15/2026 | 227868.03 | 18989.00 | 9494.50 | 8764.00 | 8764.00 | 4382.00 | 4382.00 | 876.40 | 1878.00 | 109.55 | 78.25 | 164.33 | 117.38 | 116.39 | 119.25 |
| 31.0 | E | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 119.25 | 122.19 |
| 31.0 | F | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |
| 31.0 | G | 3/15/2026 | 245388.94 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 31.0 | H | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 31.0 | I | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 31.0 | J | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |
| 31.0 | K | 3/15/2026 | 270863.48 | 22571.96 | 11285.98 | 10417.60 | 10418.24 | 5208.80 | 5209.12 | 1041.76 | 2232.48 | 130.22 | 93.02 | 195.33 | 139.53 | 138.00 | 141.41 |
| 31.0 | L | 3/15/2026 | 277635.07 | 23136.26 | 11568.13 | 10678.40 | 10678.08 | 5339.20 | 5339.04 | 1067.84 | 2288.16 | 133.48 | 95.34 | 200.22 | 143.01 | 141.41 | 144.89 |
| 31.0 | M | 3/15/2026 | 284575.94 | 23714.66 | 11857.33 | 10945.60 | 10945.76 | 5472.80 | 5472.88 | 1094.56 | 2345.52 | 136.82 | 97.73 | 205.23 | 146.60 | 144.89 | 148.47 |
| 31.0 | N | 3/15/2026 | 291690.34 | 24307.53 | 12153.76 | 11219.20 | 11219.04 | 5609.60 | 5609.52 | 1121.92 | 2404.08 | 140.24 | 100.17 | 210.36 | 150.26 | 148.47 | 152.13 |
| 31.0 | O | 3/15/2026 | 298982.60 | 24915.22 | 12457.61 | 11499.20 | 11499.04 | 5749.60 | 5749.52 | 1149.92 | 2464.08 | 143.74 | 102.67 | 215.61 | 154.01 | 152.13 | 155.88 |
| 31.0 | P | 3/15/2026 | 306457.17 | 25538.10 | 12769.05 | 11787.20 | 11786.88 | 5893.60 | 5893.44 | 1178.72 | 2525.76 | 147.34 | 105.24 | 221.01 | 157.86 | 155.88 | 159.74 |
| 31.0 | Q | 3/15/2026 | 314118.59 | 26176.55 | 13088.27 | 12081.60 | 12081.44 | 6040.80 | 6040.72 | 1208.16 | 2588.88 | 151.02 | 107.87 | 226.53 | 161.81 | 159.74 | 163.68 |
| 31.0 | R | 3/15/2026 | 321971.56 | 26830.96 | 13415.48 | 12383.20 | 12383.84 | 6191.60 | 6191.92 | 1238.32 | 2653.68 | 154.79 | 110.57 | 232.19 | 165.86 | 163.68 | 167.73 |
| 31.0 | S | 3/15/2026 | 330020.85 | 27501.74 | 13750.87 | 12692.80 | 12692.96 | 6346.40 | 6346.48 | 1269.28 | 2719.92 | 158.66 | 113.33 | 237.99 | 170.00 | 167.73 | 171.87 |
| 31.0 | T | 3/15/2026 | 338271.37 | 28189.28 | 14094.64 | 13010.40 | 13009.92 | 6505.20 | 6504.96 | 1301.04 | 2787.84 | 162.63 | 116.16 | 243.95 | 174.24 | 171.87 | 176.12 |
| 31.0 | U | 3/15/2026 | 346728.15 | 28894.01 | 14447.01 | 13336.00 | 13335.84 | 6668.00 | 6667.92 | 1333.60 | 2857.68 | 166.70 | 119.07 | 250.05 | 178.61 | 176.12 | 180.48 |
| 31.0 | V | 3/15/2026 | 355396.36 | 29616.36 | 14808.18 | 13668.80 | 13669.60 | 6834.40 | 6834.80 | 1366.88 | 2929.20 | 170.86 | 122.05 | 256.29 | 183.08 | 180.48 | 184.95 |
| 31.0 | W | 3/15/2026 | 364281.27 | 30356.77 | 15178.39 | 14011.20 | 14011.20 | 7005.60 | 7005.60 | 1401.12 | 3002.40 | 175.14 | 125.10 | 262.71 | 187.65 | 184.95 | 189.53 |
| 31.0 | X | 3/15/2026 | 373388.30 | 31115.69 | 15557.85 | 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 | Y | 3/15/2026 | 382723.01 | 31893.58 | 15946.79 | 14720.00 | 14720.16 | 7360.00 | 7360.08 | 1472.00 | 3154.32 | 184.00 | 131.43 | 276.00 | 197.15 | 194.21 | 199.02 |
| 31.0 | Z | 3/15/2026 | 392291.08 | 32690.92 | 16345.46 | 15088.00 | 15088.64 | 7544.00 | 7544.32 | 1508.80 | 3233.28 | 188.60 | 134.72 | 282.90 | 202.08 | 199.02 | 203.96 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 31.0 | 01 | 3/15/2026 | 402098.36 | 33508.20 | 16754.10 | 15465.60 | 15464.96 | 7732.80 | 7732.48 | 1546.56 | 3313.92 | 193.32 | 138.08 | 289.98 | 207.12 | 203.96 | 209.00 |
| 31.0 | 02 | 3/15/2026 | 412150.82 | 34345.90 | 17172.95 | 15852.00 | 15852.48 | 7926.00 | 7926.24 | 1585.20 | 3396.96 | 198.15 | 141.54 | 297.23 | 212.31 | 209.00 | 214.19 |
| 31.0 | 03 | 3/15/2026 | 422454.59 | 35204.55 | 17602.27 | 16248.00 | 16247.84 | 8124.00 | 8123.92 | 1624.80 | 3481.68 | 203.10 | 145.07 | 304.65 | 217.61 | 214.19 | 219.48 |
| 31.0 | 04 | 3/15/2026 | 433015.95 | 36084.66 | 18042.33 | 16654.40 | 16654.40 | 8327.20 | 8327.20 | 1665.44 | 3568.80 | 208.18 | 148.70 | 312.27 | 223.05 | 219.48 | 224.93 |
| 31.0 | 05 | 3/15/2026 | 443841.35 | 36986.78 | 18493.39 | 17071.20 | 17071.04 | 8535.60 | 8535.52 | 1707.12 | 3658.08 | 213.39 | 152.42 | 320.09 | 228.63 | 224.93 | 230.51 |
| 31.0 | 06 | 3/15/2026 | 454937.38 | 37911.45 | 18955.72 | 17497.60 | 17497.76 | 8748.80 | 8748.88 | 1749.76 | 3749.52 | 218.72 | 156.23 | 328.08 | 234.35 | 230.51 | 236.22 |
| 31.0 | 07 | 3/15/2026 | 466310.81 | 38859.23 | 19429.62 | 17935.20 | 17934.56 | 8967.60 | 8967.28 | 1793.52 | 3843.12 | 224.19 | 160.13 | 336.29 | 240.20 | 236.22 | 242.07 |
| 31.0 | 08 | 3/15/2026 | 477968.58 | 39830.72 | 19915.36 | 18383.20 | 18383.68 | 9191.60 | 9191.84 | 1838.32 | 3939.36 | 229.79 | 164.14 | 344.69 | 246.21 | 242.07 | 248.09 |
| 31.0 | 09 | 3/15/2026 | 489917.79 | 40826.48 | 20413.24 | 18843.20 | 18842.88 | 9421.60 | 9421.44 | 1884.32 | 4037.76 | 235.54 | 168.24 | 353.31 | 252.36 | 248.09 | 254.24 |
| 31.0 | 10 | 3/15/2026 | 502165.73 | 41847.14 | 20923.57 | 19314.40 | 19314.40 | 9657.20 | 9657.20 | 1931.44 | 4138.80 | 241.43 | 172.45 | 362.15 | 258.68 | 254.24 | 260.55 |
| 31.0 | 11 | 3/15/2026 | 514719.87 | 42893.32 | 21446.66 | 19796.80 | 19797.12 | 9898.40 | 9898.56 | 1979.68 | 4242.24 | 247.46 | 176.76 | 371.19 | 265.14 | 260.55 | 267.02 |
| 31.0 | 12 | 3/15/2026 | 527587.87 | 43965.66 | 21982.83 | 20292.00 | 20292.16 | 10146.00 | 10146.08 | 2029.20 | 4348.32 | 253.65 | 181.18 | 380.48 | 271.77 | 267.02 | 273.65 |
| 31.0 | 13 | 3/15/2026 | 540777.57 | 45064.80 | 22532.40 | 20799.20 | 20799.52 | 10399.60 | 10399.76 | 2079.92 | 4457.04 | 259.99 | 185.71 | 389.99 | 278.57 | 273.65 | 280.44 |
| 31.0 | 14 | 3/15/2026 | 554297.01 | 46191.42 | 23095.71 | 21319.20 | 21319.20 | 10659.60 | 10659.60 | 2131.92 | 4568.40 | 266.49 | 190.35 | 399.74 | 285.53 | 280.44 | 287.40 |
| 31.0 | 15 | 3/15/2026 | 568154.44 | 47346.20 | 23673.10 | 21852.00 | 21852.32 | 10926.00 | 10926.16 | 2185.20 | 4682.64 | 273.15 | 195.11 | 409.73 | 292.67 | 287.40 | 294.54 |
| 31.0 | 16 | 3/15/2026 | 582358.30 | 48529.86 | 24264.93 | 22398.40 | 22398.88 | 11199.20 | 11199.44 | 2239.84 | 4799.76 | 279.98 | 199.99 | 419.97 | 299.99 | 294.54 | 301.86 |
| 31.0 | 17 | 3/15/2026 | 596917.26 | 49743.11 | 24871.55 | 22958.40 | 22958.88 | 11479.20 | 11479.44 | 2295.84 | 4919.76 | 286.98 | 204.99 | 430.47 | 307.49 | 301.86 | 309.36 |
| 31.0 | 18 | 3/15/2026 | 611840.19 | 50986.68 | 25493.34 | 23532.00 | 23532.32 | 11766.00 | 11766.16 | 2353.20 | 5042.64 | 294.15 | 210.11 | 441.23 | 315.17 | 309.36 | 317.04 |
| 31.0 | 19 | 3/15/2026 | 627136.19 | 52261.35 | 26130.67 | 24120.80 | 24120.32 | 12060.40 | 12060.16 | 2412.08 | 5168.64 | 301.51 | 215.36 | 452.27 | 323.04 | 317.04 | 324.92 |
| 31.0 | 20 | 3/15/2026 | 642814.59 | 53567.88 | 26783.94 | 24724.00 | 24724.00 | 12362.00 | 12362.00 | 2472.40 | 5298.00 | 309.05 | 220.75 | 463.58 | 331.13 | 324.92 | 333.00 |
| 31.0 | 21 | 3/15/2026 | 658884.95 | 54907.08 | 27453.54 | 25341.60 | 25342.24 | 12670.80 | 12671.12 | 2534.16 | 5430.48 | 316.77 | 226.27 | 475.16 | 339.41 | 333.00 | 341.28 |
| 31.0 | 22 | 3/15/2026 | 675357.07 | 56279.76 | 28139.88 | 25975.20 | 25975.04 | 12987.60 | 12987.52 | 2597.52 | 5566.08 | 324.69 | 231.92 | 487.04 | 347.88 | 341.28 | 349.76 |
| 31.0 | 23 | 3/15/2026 | 692241.00 | 57686.75 | 28843.38 | 26624.80 | 26624.64 | 13312.40 | 13312.32 | 2662.48 | 5705.28 | 332.81 | 237.72 | 499.22 | 356.58 | 349.76 | 358.46 |
| 31.0 | 24 | 3/15/2026 | 709547.03 | 59128.92 | 29564.46 | 27290.40 | 27289.92 | 13645.20 | 13644.96 | 2729.04 | 5847.84 | 341.13 | 243.66 | 511.70 | 365.49 | 358.46 | 367.37 |

Jurisdiction: 17 - SARALAND WATER & SEWER BOARD AV - 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 | 3/15/2026 | 233564.73 | 19463.73 | 9731.86 | 8983.20 | 8983.52 | 4491.60 | 4491.76 | 898.32 | 1925.04 | 112.29 | 80.21 | 168.44 | 120.32 | 367.37 | 122.19 |
| 32.0 | B | 3/15/2026 | 239403.85 | 19950.32 | 9975.16 | 9208.00 | 9207.52 | 4604.00 | 4603.76 | 920.80 | 1973.04 | 115.10 | 82.21 | 172.65 | 123.32 | 122.19 | 125.19 |
| 32.0 | C | 3/15/2026 | 245388.94 | 20449.08 | 10224.54 | 9438.40 | 9438.24 | 4719.20 | 4719.12 | 943.84 | 2022.48 | 117.98 | 84.27 | 176.97 | 126.41 | 125.19 | 128.28 |
| 32.0 | D | 3/15/2026 | 251523.67 | 20960.31 | 10480.15 | 9673.60 | 9673.44 | 4836.80 | 4836.72 | 967.36 | 2072.88 | 120.92 | 86.37 | 181.38 | 129.56 | 128.28 | 131.43 |
| 32.0 | E | 3/15/2026 | 257811.76 | 21484.31 | 10742.16 | 9916.00 | 9915.36 | 4958.00 | 4957.68 | 991.60 | 2124.72 | 123.95 | 88.53 | 185.93 | 132.80 | 131.43 | 134.67 |
| 32.0 | F | 3/15/2026 | 264257.05 | 22021.42 | 11010.71 | 10164.00 | 10164.00 | 5082.00 | 5082.00 | 1016.40 | 2178.00 | 127.05 | 90.75 | 190.58 | 136.13 | 134.67 | 138.00 |
| 32.0 | G | 3/15/2026 | 270863.48 | 22571.96 | 11285.98 | 10417.60 | 10418.24 | 5208.80 | 5209.12 | 1041.76 | 2232.48 | 130.22 | 93.02 | 195.33 | 139.53 | 138.00 | 141.41 |
| 32.0 | H | 3/15/2026 | 277635.07 | 23136.26 | 11568.13 | 10678.40 | 10678.08 | 5339.20 | 5339.04 | 1067.84 | 2288.16 | 133.48 | 95.34 | 200.22 | 143.01 | 141.41 | 144.89 |
| 32.0 | I | 3/15/2026 | 284575.94 | 23714.66 | 11857.33 | 10945.60 | 10945.76 | 5472.80 | 5472.88 | 1094.56 | 2345.52 | 136.82 | 97.73 | 205.23 | 146.60 | 144.89 | 148.47 |
| 32.0 | J | 3/15/2026 | 291690.34 | 24307.53 | 12153.76 | 11219.20 | 11219.04 | 5609.60 | 5609.52 | 1121.92 | 2404.08 | 140.24 | 100.17 | 210.36 | 150.26 | 148.47 | 152.13 |
| 32.0 | K | 3/15/2026 | 298982.60 | 24915.22 | 12457.61 | 11499.20 | 11499.04 | 5749.60 | 5749.52 | 1149.92 | 2464.08 | 143.74 | 102.67 | 215.61 | 154.01 | 152.13 | 155.88 |
| 32.0 | L | 3/15/2026 | 306457.17 | 25538.10 | 12769.05 | 11787.20 | 11786.88 | 5893.60 | 5893.44 | 1178.72 | 2525.76 | 147.34 | 105.24 | 221.01 | 157.86 | 155.88 | 159.74 |
| 32.0 | M | 3/15/2026 | 314118.59 | 26176.55 | 13088.27 | 12081.60 | 12081.44 | 6040.80 | 6040.72 | 1208.16 | 2588.88 | 151.02 | 107.87 | 226.53 | 161.81 | 159.74 | 163.68 |
| 32.0 | N | 3/15/2026 | 321971.56 | 26830.96 | 13415.48 | 12383.20 | 12383.84 | 6191.60 | 6191.92 | 1238.32 | 2653.68 | 154.79 | 110.57 | 232.19 | 165.86 | 163.68 | 167.73 |
| 32.0 | O | 3/15/2026 | 330020.85 | 27501.74 | 13750.87 | 12692.80 | 12692.96 | 6346.40 | 6346.48 | 1269.28 | 2719.92 | 158.66 | 113.33 | 237.99 | 170.00 | 167.73 | 171.87 |
| 32.0 | P | 3/15/2026 | 338271.37 | 28189.28 | 14094.64 | 13010.40 | 13009.92 | 6505.20 | 6504.96 | 1301.04 | 2787.84 | 162.63 | 116.16 | 243.95 | 174.24 | 171.87 | 176.12 |
| 32.0 | Q | 3/15/2026 | 346728.15 | 28894.01 | 14447.01 | 13336.00 | 13335.84 | 6668.00 | 6667.92 | 1333.60 | 2857.68 | 166.70 | 119.07 | 250.05 | 178.61 | 176.12 | 180.48 |
| 32.0 | R | 3/15/2026 | 355396.36 | 29616.36 | 14808.18 | 13668.80 | 13669.60 | 6834.40 | 6834.80 | 1366.88 | 2929.20 | 170.86 | 122.05 | 256.29 | 183.08 | 180.48 | 184.95 |
| 32.0 | S | 3/15/2026 | 364281.27 | 30356.77 | 15178.39 | 14011.20 | 14011.20 | 7005.60 | 7005.60 | 1401.12 | 3002.40 | 175.14 | 125.10 | 262.71 | 187.65 | 184.95 | 189.53 |
| 32.0 | T | 3/15/2026 | 373388.30 | 31115.69 | 15557.85 | 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 | U | 3/15/2026 | 382723.01 | 31893.58 | 15946.79 | 14720.00 | 14720.16 | 7360.00 | 7360.08 | 1472.00 | 3154.32 | 184.00 | 131.43 | 276.00 | 197.15 | 194.21 | 199.02 |
| 32.0 | V | 3/15/2026 | 392291.08 | 32690.92 | 16345.46 | 15088.00 | 15088.64 | 7544.00 | 7544.32 | 1508.80 | 3233.28 | 188.60 | 134.72 | 282.90 | 202.08 | 199.02 | 203.96 |
| 32.0 | W | 3/15/2026 | 402098.36 | 33508.20 | 16754.10 | 15465.60 | 15464.96 | 7732.80 | 7732.48 | 1546.56 | 3313.92 | 193.32 | 138.08 | 289.98 | 207.12 | 203.96 | 209.00 |
| 32.0 | X | 3/15/2026 | 412150.82 | 34345.90 | 17172.95 | 15852.00 | 15852.48 | 7926.00 | 7926.24 | 1585.20 | 3396.96 | 198.15 | 141.54 | 297.23 | 212.31 | 209.00 | 214.19 |
| 32.0 | Y | 3/15/2026 | 422454.59 | 35204.55 | 17602.27 | 16248.00 | 16247.84 | 8124.00 | 8123.92 | 1624.80 | 3481.68 | 203.10 | 145.07 | 304.65 | 217.61 | 214.19 | 219.48 |
| 32.0 | Z | 3/15/2026 | 433015.95 | 36084.66 | 18042.33 | 16654.40 | 16654.40 | 8327.20 | 8327.20 | 1665.44 | 3568.80 | 208.18 | 148.70 | 312.27 | 223.05 | 219.48 | 224.93 |

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

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 32.0 | 01 | 3/15/2026 | 443841.35 | 36986.78 | 18493.39 | 17071.20 | 17071.04 | 8535.60 | 8535.52 | 1707.12 | 3658.08 | 213.39 | 152.42 | 320.09 | 228.63 | 224.93 | 230.51 |
| 32.0 | 02 | 3/15/2026 | 454937.38 | 37911.45 | 18955.72 | 17497.60 | 17497.76 | 8748.80 | 8748.88 | 1749.76 | 3749.52 | 218.72 | 156.23 | 328.08 | 234.35 | 230.51 | 236.22 |
| 32.0 | 03 | 3/15/2026 | 466310.81 | 38859.23 | 19429.62 | 17935.20 | 17934.56 | 8967.60 | 8967.28 | 1793.52 | 3843.12 | 224.19 | 160.13 | 336.29 | 240.20 | 236.22 | 242.07 |
| 32.0 | 04 | 3/15/2026 | 477968.58 | 39830.72 | 19915.36 | 18383.20 | 18383.68 | 9191.60 | 9191.84 | 1838.32 | 3939.36 | 229.79 | 164.14 | 344.69 | 246.21 | 242.07 | 248.09 |
| 32.0 | 05 | 3/15/2026 | 489917.79 | 40826.48 | 20413.24 | 18843.20 | 18842.88 | 9421.60 | 9421.44 | 1884.32 | 4037.76 | 235.54 | 168.24 | 353.31 | 252.36 | 248.09 | 254.24 |
| 32.0 | 06 | 3/15/2026 | 502165.73 | 41847.14 | 20923.57 | 19314.40 | 19314.40 | 9657.20 | 9657.20 | 1931.44 | 4138.80 | 241.43 | 172.45 | 362.15 | 258.68 | 254.24 | 260.55 |
| 32.0 | 07 | 3/15/2026 | 514719.87 | 42893.32 | 21446.66 | 19796.80 | 19797.12 | 9898.40 | 9898.56 | 1979.68 | 4242.24 | 247.46 | 176.76 | 371.19 | 265.14 | 260.55 | 267.02 |
| 32.0 | 08 | 3/15/2026 | 527587.87 | 43965.66 | 21982.83 | 20292.00 | 20292.16 | 10146.00 | 10146.08 | 2029.20 | 4348.32 | 253.65 | 181.18 | 380.48 | 271.77 | 267.02 | 273.65 |
| 32.0 | 09 | 3/15/2026 | 540777.57 | 45064.80 | 22532.40 | 20799.20 | 20799.52 | 10399.60 | 10399.76 | 2079.92 | 4457.04 | 259.99 | 185.71 | 389.99 | 278.57 | 273.65 | 280.44 |
| 32.0 | 10 | 3/15/2026 | 554297.01 | 46191.42 | 23095.71 | 21319.20 | 21319.20 | 10659.60 | 10659.60 | 2131.92 | 4568.40 | 266.49 | 190.35 | 399.74 | 285.53 | 280.44 | 287.40 |
| 32.0 | 11 | 3/15/2026 | 568154.44 | 47346.20 | 23673.10 | 21852.00 | 21852.32 | 10926.00 | 10926.16 | 2185.20 | 4682.64 | 273.15 | 195.11 | 409.73 | 292.67 | 287.40 | 294.54 |
| 32.0 | 12 | 3/15/2026 | 582358.30 | 48529.86 | 24264.93 | 22398.40 | 22398.88 | 11199.20 | 11199.44 | 2239.84 | 4799.76 | 279.98 | 199.99 | 419.97 | 299.99 | 294.54 | 301.86 |
| 32.0 | 13 | 3/15/2026 | 596917.26 | 49743.11 | 24871.55 | 22958.40 | 22958.88 | 11479.20 | 11479.44 | 2295.84 | 4919.76 | 286.98 | 204.99 | 430.47 | 307.49 | 301.86 | 309.36 |
| 32.0 | 14 | 3/15/2026 | 611840.19 | 50986.68 | 25493.34 | 23532.00 | 23532.32 | 11766.00 | 11766.16 | 2353.20 | 5042.64 | 294.15 | 210.11 | 441.23 | 315.17 | 309.36 | 317.04 |
| 32.0 | 15 | 3/15/2026 | 627136.19 | 52261.35 | 26130.67 | 24120.80 | 24120.32 | 12060.40 | 12060.16 | 2412.08 | 5168.64 | 301.51 | 215.36 | 452.27 | 323.04 | 317.04 | 324.92 |
| 32.0 | 16 | 3/15/2026 | 642814.59 | 53567.88 | 26783.94 | 24724.00 | 24724.00 | 12362.00 | 12362.00 | 2472.40 | 5298.00 | 309.05 | 220.75 | 463.58 | 331.13 | 324.92 | 333.00 |
| 32.0 | 17 | 3/15/2026 | 658884.95 | 54907.08 | 27453.54 | 25341.60 | 25342.24 | 12670.80 | 12671.12 | 2534.16 | 5430.48 | 316.77 | 226.27 | 475.16 | 339.41 | 333.00 | 341.28 |
| 32.0 | 18 | 3/15/2026 | 675357.07 | 56279.76 | 28139.88 | 25975.20 | 25975.04 | 12987.60 | 12987.52 | 2597.52 | 5566.08 | 324.69 | 231.92 | 487.04 | 347.88 | 341.28 | 349.76 |
| 32.0 | 19 | 3/15/2026 | 692241.00 | 57686.75 | 28843.38 | 26624.80 | 26624.64 | 13312.40 | 13312.32 | 2662.48 | 5705.28 | 332.81 | 237.72 | 499.22 | 356.58 | 349.76 | 358.46 |
| 32.0 | 20 | 3/15/2026 | 709547.03 | 59128.92 | 29564.46 | 27290.40 | 27289.92 | 13645.20 | 13644.96 | 2729.04 | 5847.84 | 341.13 | 243.66 | 511.70 | 365.49 | 358.46 | 367.37 |
| 32.0 | 21 | 3/15/2026 | 727285.71 | 60607.14 | 30303.57 | 27972.80 | 27972.00 | 13986.40 | 13986.00 | 2797.28 | 5994.00 | 349.66 | 249.75 | 524.49 | 374.63 | 367.37 | 376.50 |
| 32.0 | 22 | 3/15/2026 | 745467.85 | 62122.32 | 31061.16 | 28672.00 | 28672.00 | 14336.00 | 14336.00 | 2867.20 | 6144.00 | 358.40 | 256.00 | 537.60 | 384.00 | 376.50 | 385.88 |
| 32.0 | 23 | 3/15/2026 | 764104.55 | 63675.38 | 31837.69 | 29388.80 | 29388.80 | 14694.40 | 14694.40 | 2938.88 | 6297.60 | 367.36 | 262.40 | 551.04 | 393.60 | 385.88 | 395.48 |
| 32.0 | 24 | 3/15/2026 | 783207.16 | 65267.26 | 32633.63 | 30123.20 | 30123.52 | 15061.60 | 15061.76 | 3012.32 | 6455.04 | 376.54 | 268.96 | 564.81 | 403.44 | 395.48 | 405.32 |