

P-3A FF 40 Hour Pay Plan Effective 07/01/2019

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
FF	1	Annual	\$27,545.00	\$28,221.00	\$28,890.00	\$29,554.00	\$30,230.00	\$30,902.00	\$31,569.00	\$32,241.00	\$33,209.00
		Bi-Wk	\$1,055.37	\$1,081.27	\$1,106.90	\$1,132.34	\$1,158.24	\$1,183.99	\$1,209.55	\$1,235.29	\$1,272.38
		Daily	\$105.54	\$108.13	\$110.69	\$113.24	\$115.83	\$118.40	\$120.96	\$123.53	\$127.24
		Hourly	\$13.20	\$13.52	\$13.84	\$14.16	\$14.48	\$14.80	\$15.12	\$15.45	\$15.91
FF	2	Annual	\$28,890.00	\$29,554.00	\$30,230.00	\$30,902.00	\$31,569.00	\$32,241.00	\$32,906.00	\$33,577.00	\$34,585.00
		Bi-Wk	\$1,106.90	\$1,132.34	\$1,158.24	\$1,183.99	\$1,209.55	\$1,235.29	\$1,260.77	\$1,286.48	\$1,325.10
		Daily	\$110.69	\$113.24	\$115.83	\$118.40	\$120.96	\$123.53	\$126.08	\$128.65	\$132.51
		Hourly	\$13.84	\$14.16	\$14.48	\$14.80	\$15.12	\$15.45	\$15.76	\$16.09	\$16.57
FF	3	Annual	\$29,554.00	\$30,230.00	\$30,902.00	\$31,569.00	\$32,241.00	\$32,906.00	\$33,575.00	\$34,247.00	\$35,275.00
		Bi-Wk	\$1,132.34	\$1,158.24	\$1,183.99	\$1,209.55	\$1,235.29	\$1,260.77	\$1,286.40	\$1,312.15	\$1,351.54
		Daily	\$113.24	\$115.83	\$118.40	\$120.96	\$123.53	\$126.08	\$128.64	\$131.22	\$135.16
		Hourly	\$14.16	\$14.48	\$14.80	\$15.12	\$15.45	\$15.76	\$16.08	\$16.41	\$16.90
FF	4	Annual	\$30,516.00	\$31,326.00	\$32,145.00	\$32,956.00	\$33,769.00	\$34,582.00	\$35,405.00	\$36,213.00	\$37,299.00
		Bi-Wk	\$1,169.20	\$1,200.23	\$1,231.61	\$1,262.69	\$1,293.84	\$1,324.99	\$1,356.52	\$1,387.48	\$1,429.09
		Daily	\$116.92	\$120.03	\$123.17	\$126.27	\$129.39	\$132.50	\$135.66	\$138.75	\$142.91
		Hourly	\$14.62	\$15.01	\$15.40	\$15.79	\$16.18	\$16.57	\$16.96	\$17.35	\$17.87
FF	5	Annual	\$31,275.00	\$32,145.00	\$33,009.00	\$33,858.00	\$34,723.00	\$35,582.00	\$36,447.00	\$37,308.00	\$38,430.00
		Bi-Wk	\$1,198.28	\$1,231.61	\$1,264.72	\$1,297.25	\$1,330.39	\$1,363.30	\$1,396.44	\$1,429.43	\$1,472.42
		Daily	\$119.83	\$123.17	\$126.48	\$129.73	\$133.04	\$136.33	\$139.65	\$142.95	\$147.25
		Hourly	\$14.98	\$15.40	\$15.81	\$16.22	\$16.63	\$17.05	\$17.46	\$17.87	\$18.41
FF	6	Annual	\$32,345.00	\$33,197.00	\$34,061.00	\$34,916.00	\$35,781.00	\$36,643.00	\$37,505.00	\$38,372.00	\$39,523.00
		Bi-Wk	\$1,239.28	\$1,271.92	\$1,305.02	\$1,337.78	\$1,370.92	\$1,403.95	\$1,436.98	\$1,470.20	\$1,514.30
		Daily	\$123.93	\$127.20	\$130.51	\$133.78	\$137.10	\$140.40	\$143.70	\$147.02	\$151.43
		Hourly	\$15.50	\$15.90	\$16.32	\$16.73	\$17.14	\$17.55	\$17.97	\$18.38	\$18.93
FF	7	Annual	\$33,291.00	\$34,151.00	\$35,006.00	\$35,866.00	\$36,734.00	\$37,591.00	\$38,454.00	\$39,318.00	\$40,500.00
		Bi-Wk	\$1,275.52	\$1,308.47	\$1,341.23	\$1,374.18	\$1,407.44	\$1,440.27	\$1,473.34	\$1,506.44	\$1,551.73
		Daily	\$127.56	\$130.85	\$134.13	\$137.42	\$140.75	\$144.03	\$147.34	\$150.65	\$155.18
		Hourly	\$15.95	\$16.36	\$16.77	\$17.18	\$17.60	\$18.01	\$18.42	\$18.84	\$19.40

P-3A FF 40 Hour Pay Plan Effective 07/01/2019

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
FF	8	Annual	\$35,781.00	\$36,842.00	\$37,889.00	\$38,948.00	\$39,993.00	\$41,050.00	\$42,116.00	\$43,172.00	\$44,468.00
		Bi-Wk	\$1,370.92	\$1,411.58	\$1,451.69	\$1,492.27	\$1,532.30	\$1,572.80	\$1,613.64	\$1,654.10	\$1,703.76
		Daily	\$137.10	\$141.16	\$145.17	\$149.23	\$153.23	\$157.28	\$161.37	\$165.41	\$170.38
		Hourly	\$17.14	\$17.65	\$18.15	\$18.66	\$19.16	\$19.66	\$20.18	\$20.68	\$21.30
FF	9	Annual	\$36,884.00	\$37,979.00	\$39,076.00	\$40,179.00	\$41,278.00	\$42,378.00	\$43,483.00	\$44,581.00	\$45,919.00
		Bi-Wk	\$1,413.19	\$1,455.14	\$1,497.17	\$1,539.43	\$1,581.54	\$1,623.68	\$1,666.02	\$1,708.09	\$1,759.35
		Daily	\$141.32	\$145.52	\$149.72	\$153.95	\$158.16	\$162.37	\$166.61	\$170.81	\$175.94
		Hourly	\$17.67	\$18.19	\$18.72	\$19.25	\$19.77	\$20.30	\$20.83	\$21.36	\$22.00
FF	10	Annual	\$38,069.00	\$39,215.00	\$40,363.00	\$41,522.00	\$42,667.00	\$43,838.00	\$45,045.00	\$46,202.00	\$47,587.00
		Bi-Wk	\$1,458.59	\$1,502.50	\$1,546.48	\$1,590.89	\$1,634.76	\$1,679.62	\$1,725.87	\$1,770.20	\$1,823.26
		Daily	\$145.86	\$150.25	\$154.65	\$159.09	\$163.48	\$167.97	\$172.59	\$177.02	\$182.33
		Hourly	\$18.24	\$18.79	\$19.34	\$19.89	\$20.44	\$21.00	\$21.58	\$22.13	\$22.80
FF	11	Annual	\$39,277.00	\$40,477.00	\$41,676.00	\$42,871.00	\$44,107.00	\$45,362.00	\$46,621.00	\$47,843.00	\$49,278.00
		Bi-Wk	\$1,504.87	\$1,550.85	\$1,596.79	\$1,642.57	\$1,689.93	\$1,738.01	\$1,786.25	\$1,833.07	\$1,888.05
		Daily	\$150.49	\$155.09	\$159.68	\$164.26	\$169.00	\$173.81	\$178.63	\$183.31	\$188.81
		Hourly	\$18.82	\$19.39	\$19.96	\$20.54	\$21.13	\$21.73	\$22.33	\$22.92	\$23.61
FF	12	Annual	\$40,551.00	\$41,797.00	\$43,038.00	\$44,330.00	\$45,636.00	\$46,951.00	\$48,262.00	\$49,539.00	\$51,026.00
		Bi-Wk	\$1,553.68	\$1,601.42	\$1,648.97	\$1,698.47	\$1,748.51	\$1,798.89	\$1,849.12	\$1,898.05	\$1,955.02
		Daily	\$155.37	\$160.15	\$164.90	\$169.85	\$174.86	\$179.89	\$184.92	\$189.81	\$195.51
		Hourly	\$19.43	\$20.02	\$20.62	\$21.24	\$21.86	\$22.49	\$23.12	\$23.73	\$24.44
FF	13	Annual	\$42,834.00	\$44,413.00	\$46,003.00	\$47,602.00	\$49,195.00	\$50,789.00	\$52,393.00	\$53,986.00	\$55,609.00
		Bi-Wk	\$1,641.15	\$1,701.65	\$1,762.57	\$1,823.84	\$1,884.87	\$1,945.94	\$2,007.40	\$2,068.43	\$2,130.62
		Daily	\$164.12	\$170.17	\$176.26	\$182.39	\$188.49	\$194.60	\$200.74	\$206.85	\$213.07
		Hourly	\$20.52	\$21.28	\$22.04	\$22.80	\$23.57	\$24.33	\$25.10	\$25.86	\$26.64
FF	14	Annual	\$44,841.00	\$46,492.00	\$48,139.00	\$49,788.00	\$51,423.00	\$53,069.00	\$54,722.00	\$56,364.00	\$58,055.00
		Bi-Wk	\$1,718.05	\$1,781.31	\$1,844.41	\$1,907.59	\$1,970.23	\$2,033.30	\$2,096.63	\$2,159.55	\$2,224.33
		Daily	\$171.81	\$178.14	\$184.45	\$190.76	\$197.03	\$203.33	\$209.67	\$215.96	\$222.44
		Hourly	\$21.48	\$22.27	\$23.06	\$23.85	\$24.63	\$25.42	\$26.21	\$27.00	\$27.81

P-3A FF 40 Hour Pay Plan Effective 07/01/2019

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
FF	15	Annual	\$46,991.00	\$48,690.00	\$50,377.00	\$52,076.00	\$53,778.00	\$55,473.00	\$57,167.00	\$58,868.00	\$60,636.00
		Bi-Wk	\$1,800.43	\$1,865.52	\$1,930.16	\$1,995.25	\$2,060.46	\$2,125.41	\$2,190.31	\$2,255.48	\$2,323.22
		Daily	\$180.05	\$186.56	\$193.02	\$199.53	\$206.05	\$212.55	\$219.04	\$225.55	\$232.33
		Hourly	\$22.51	\$23.32	\$24.13	\$24.95	\$25.76	\$26.57	\$27.38	\$28.20	\$29.05
FF	16	Annual	\$49,285.00	\$51,029.00	\$52,779.00	\$54,519.00	\$56,260.00	\$58,015.00	\$59,758.00	\$61,501.00	\$63,347.00
		Bi-Wk	\$1,888.32	\$1,955.14	\$2,022.19	\$2,088.86	\$2,155.56	\$2,222.80	\$2,289.58	\$2,356.37	\$2,427.09
		Daily	\$188.84	\$195.52	\$202.22	\$208.89	\$215.56	\$222.28	\$228.96	\$235.64	\$242.71
		Hourly	\$23.61	\$24.44	\$25.28	\$26.12	\$26.95	\$27.79	\$28.62	\$29.46	\$30.34
FF	17	Annual	\$51,726.00	\$53,521.00	\$55,311.00	\$57,106.00	\$58,905.00	\$60,692.00	\$62,499.00	\$64,291.00	\$66,220.00
		Bi-Wk	\$1,981.84	\$2,050.62	\$2,119.20	\$2,187.97	\$2,256.90	\$2,325.37	\$2,394.60	\$2,463.26	\$2,537.17
		Daily	\$198.19	\$205.07	\$211.92	\$218.80	\$225.69	\$232.54	\$239.46	\$246.33	\$253.72
		Hourly	\$24.78	\$25.64	\$26.49	\$27.35	\$28.22	\$29.07	\$29.94	\$30.80	\$31.72
FF	18	Annual	\$54,335.00	\$56,173.00	\$58,015.00	\$59,859.00	\$61,695.00	\$63,534.00	\$65,373.00	\$67,211.00	\$69,228.00
		Bi-Wk	\$2,081.81	\$2,152.23	\$2,222.80	\$2,293.45	\$2,363.80	\$2,434.26	\$2,504.72	\$2,575.14	\$2,652.42
		Daily	\$208.19	\$215.23	\$222.28	\$229.35	\$236.38	\$243.43	\$250.48	\$257.52	\$265.25
		Hourly	\$26.03	\$26.91	\$27.79	\$28.67	\$29.55	\$30.43	\$31.31	\$32.19	\$33.16
FF	19	Annual	\$57,009.00	\$58,905.00	\$60,801.00	\$62,697.00	\$64,589.00	\$66,479.00	\$68,375.00	\$70,267.00	\$72,377.00
		Bi-Wk	\$2,184.26	\$2,256.90	\$2,329.55	\$2,402.19	\$2,474.68	\$2,547.09	\$2,619.74	\$2,692.23	\$2,773.07
		Daily	\$218.43	\$225.69	\$232.96	\$240.22	\$247.47	\$254.71	\$261.98	\$269.23	\$277.31
		Hourly	\$27.31	\$28.22	\$29.12	\$30.03	\$30.94	\$31.84	\$32.75	\$33.66	\$34.67
FF	20	Annual	\$59,913.00	\$61,845.00	\$63,788.00	\$65,727.00	\$67,662.00	\$69,610.00	\$71,548.00	\$73,487.00	\$75,692.00
		Bi-Wk	\$2,295.52	\$2,369.55	\$2,443.99	\$2,518.28	\$2,592.42	\$2,667.05	\$2,741.31	\$2,815.60	\$2,900.08
		Daily	\$229.56	\$236.96	\$244.40	\$251.83	\$259.25	\$266.71	\$274.14	\$281.56	\$290.01
		Hourly	\$28.70	\$29.62	\$30.55	\$31.48	\$32.41	\$33.34	\$34.27	\$35.20	\$36.26
FF	21	Annual	\$62,861.00	\$64,861.00	\$66,851.00	\$68,846.00	\$70,842.00	\$72,834.00	\$74,820.00	\$76,820.00	\$79,126.00
		Bi-Wk	\$2,408.47	\$2,485.10	\$2,561.35	\$2,637.78	\$2,714.26	\$2,790.58	\$2,866.67	\$2,943.30	\$3,031.65
		Daily	\$240.85	\$248.51	\$256.14	\$263.78	\$271.43	\$279.06	\$286.67	\$294.33	\$303.17
		Hourly	\$30.11	\$31.07	\$32.02	\$32.98	\$33.93	\$34.89	\$35.84	\$36.80	\$37.90

P-3A FF 40 Hour Pay Plan Effective 07/01/2019

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
FF	22	Annual	\$64,589.00	\$66,945.00	\$69,318.00	\$71,686.00	\$74,045.00	\$76,415.00	\$78,778.00	\$81,147.00	\$83,582.00
		Bi-Wk	\$2,474.68	\$2,564.95	\$2,655.87	\$2,746.60	\$2,836.98	\$2,927.78	\$3,018.32	\$3,109.09	\$3,202.38
		Daily	\$247.47	\$256.50	\$265.59	\$274.66	\$283.70	\$292.78	\$301.84	\$310.91	\$320.24
		Hourly	\$30.94	\$32.07	\$33.20	\$34.34	\$35.47	\$36.60	\$37.73	\$38.87	\$40.03
FF	23	Annual	\$67,642.00	\$70,111.00	\$72,570.00	\$75,037.00	\$77,503.00	\$79,961.00	\$82,427.00	\$84,893.00	\$87,442.00
		Bi-Wk	\$2,591.65	\$2,686.25	\$2,780.46	\$2,874.99	\$2,969.47	\$3,063.64	\$3,158.13	\$3,252.61	\$3,350.27
		Daily	\$259.17	\$268.63	\$278.05	\$287.50	\$296.95	\$306.37	\$315.82	\$325.27	\$335.03
		Hourly	\$32.40	\$33.58	\$34.76	\$35.94	\$37.12	\$38.30	\$39.48	\$40.66	\$41.88
FF	24	Annual	\$70,907.00	\$73,463.00	\$76,036.00	\$78,605.00	\$81,172.00	\$83,743.00	\$86,308.00	\$88,877.00	\$91,545.00
		Bi-Wk	\$2,716.75	\$2,814.68	\$2,913.26	\$3,011.69	\$3,110.04	\$3,208.55	\$3,306.82	\$3,405.25	\$3,507.48
		Daily	\$271.68	\$281.47	\$291.33	\$301.17	\$311.01	\$320.86	\$330.69	\$340.53	\$350.75
		Hourly	\$33.96	\$35.19	\$36.42	\$37.65	\$38.88	\$40.11	\$41.34	\$42.57	\$43.85
FF	25	Annual	\$74,359.00	\$77,029.00	\$79,686.00	\$82,349.00	\$85,012.00	\$87,677.00	\$90,340.00	\$93,002.00	\$95,793.00
		Bi-Wk	\$2,849.01	\$2,951.31	\$3,053.11	\$3,155.14	\$3,257.17	\$3,359.28	\$3,461.31	\$3,563.30	\$3,670.23
		Daily	\$284.91	\$295.14	\$305.32	\$315.52	\$325.72	\$335.93	\$346.14	\$356.33	\$367.03
		Hourly	\$35.62	\$36.90	\$38.17	\$39.44	\$40.72	\$42.00	\$43.27	\$44.55	\$45.88
FF	26	Annual	\$78,030.00	\$80,783.00	\$83,548.00	\$86,308.00	\$89,074.00	\$91,837.00	\$94,593.00	\$97,358.00	\$100,281.00
		Bi-Wk	\$2,989.66	\$3,095.14	\$3,201.08	\$3,306.82	\$3,412.80	\$3,518.66	\$3,624.26	\$3,730.20	\$3,842.19
		Daily	\$298.97	\$309.52	\$320.11	\$330.69	\$341.28	\$351.87	\$362.43	\$373.02	\$384.22
		Hourly	\$37.38	\$38.69	\$40.02	\$41.34	\$42.66	\$43.99	\$45.31	\$46.63	\$48.03
FF	27	Annual	\$81,894.00	\$84,757.00	\$87,613.00	\$90,473.00	\$93,331.00	\$96,186.00	\$99,045.00	\$101,902.00	\$104,959.00
		Bi-Wk	\$3,137.71	\$3,247.40	\$3,356.82	\$3,466.40	\$3,575.91	\$3,685.29	\$3,794.83	\$3,904.30	\$4,021.42
		Daily	\$313.78	\$324.74	\$335.69	\$346.64	\$357.60	\$368.53	\$379.49	\$390.43	\$402.15
		Hourly	\$39.23	\$40.60	\$41.97	\$43.33	\$44.70	\$46.07	\$47.44	\$48.81	\$50.27
FF	28	Annual	\$86,031.00	\$88,993.00	\$91,951.00	\$94,903.00	\$97,854.00	\$100,823.00	\$103,772.00	\$106,725.00	\$109,926.00
		Bi-Wk	\$3,296.21	\$3,409.70	\$3,523.03	\$3,636.14	\$3,749.20	\$3,862.96	\$3,975.94	\$4,089.09	\$4,211.73
		Daily	\$329.63	\$340.97	\$352.31	\$363.62	\$374.92	\$386.30	\$397.60	\$408.91	\$421.18
		Hourly	\$41.21	\$42.63	\$44.04	\$45.46	\$46.87	\$48.29	\$49.70	\$51.12	\$52.65

P-3A FF 40 Hour Pay Plan Effective 07/01/2019

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
FF	29	Annual	\$86,858.00	\$90,121.00	\$93,375.00	\$96,634.00	\$99,893.00	\$103,164.00	\$106,413.00	\$109,670.00	\$112,961.00
		Bi-Wk	\$3,327.90	\$3,452.92	\$3,577.59	\$3,702.46	\$3,827.32	\$3,952.65	\$4,077.13	\$4,201.92	\$4,328.01
		Daily	\$332.79	\$345.30	\$357.76	\$370.25	\$382.74	\$395.27	\$407.72	\$420.20	\$432.81
		Hourly	\$41.60	\$43.17	\$44.72	\$46.29	\$47.85	\$49.41	\$50.97	\$52.53	\$54.11
FF	30	Annual	\$90,340.00	\$93,701.00	\$97,050.00	\$100,401.00	\$103,755.00	\$107,111.00	\$110,471.00	\$113,818.00	\$117,234.00
		Bi-Wk	\$3,461.31	\$3,590.08	\$3,718.40	\$3,846.79	\$3,975.29	\$4,103.87	\$4,232.61	\$4,360.85	\$4,491.73
		Daily	\$346.14	\$359.01	\$371.84	\$384.68	\$397.53	\$410.39	\$423.27	\$436.09	\$449.18
		Hourly	\$43.27	\$44.88	\$46.48	\$48.09	\$49.70	\$51.30	\$52.91	\$54.52	\$56.15
FF	31	Annual	\$93,965.00	\$97,417.00	\$100,875.00	\$104,326.00	\$107,774.00	\$111,226.00	\$114,681.00	\$118,138.00	\$121,683.00
		Bi-Wk	\$3,600.20	\$3,732.46	\$3,864.95	\$3,997.17	\$4,129.28	\$4,261.54	\$4,393.91	\$4,526.37	\$4,662.19
		Daily	\$360.02	\$373.25	\$386.50	\$399.72	\$412.93	\$426.16	\$439.40	\$452.64	\$466.22
		Hourly	\$45.01	\$46.66	\$48.32	\$49.97	\$51.62	\$53.27	\$54.93	\$56.58	\$58.28
FF	32	Annual	\$97,733.00	\$101,279.00	\$104,823.00	\$108,372.00	\$111,930.00	\$115,474.00	\$119,033.00	\$122,582.00	\$126,258.00
		Bi-Wk	\$3,744.56	\$3,880.43	\$4,016.21	\$4,152.19	\$4,288.51	\$4,424.30	\$4,560.66	\$4,696.63	\$4,837.48
		Daily	\$374.46	\$388.05	\$401.63	\$415.22	\$428.86	\$442.43	\$456.07	\$469.67	\$483.75
		Hourly	\$46.81	\$48.51	\$50.21	\$51.91	\$53.61	\$55.31	\$57.01	\$58.71	\$60.47
FF	33	Annual	\$101,666.00	\$105,314.00	\$108,961.00	\$112,607.00	\$116,254.00	\$119,902.00	\$123,548.00	\$127,191.00	\$131,006.00
		Bi-Wk	\$3,895.25	\$4,035.02	\$4,174.76	\$4,314.45	\$4,454.18	\$4,593.95	\$4,733.64	\$4,873.22	\$5,019.39
		Daily	\$389.53	\$403.51	\$417.48	\$431.45	\$445.42	\$459.40	\$473.37	\$487.33	\$501.94
		Hourly	\$48.70	\$50.44	\$52.19	\$53.94	\$55.68	\$57.43	\$59.18	\$60.92	\$62.75
FF	34	Annual	\$105,852.00	\$109,602.00	\$113,345.00	\$117,094.00	\$120,836.00	\$124,586.00	\$128,330.00	\$132,081.00	\$136,043.00
		Bi-Wk	\$4,055.64	\$4,199.32	\$4,342.73	\$4,486.37	\$4,629.74	\$4,773.41	\$4,916.86	\$5,060.58	\$5,212.38
		Daily	\$405.57	\$419.94	\$434.28	\$448.64	\$462.98	\$477.35	\$491.69	\$506.06	\$521.24
		Hourly	\$50.70	\$52.50	\$54.29	\$56.08	\$57.88	\$59.67	\$61.47	\$63.26	\$65.16
FF	35	Annual	\$110,196.00	\$114,043.00	\$117,885.00	\$121,738.00	\$125,564.00	\$129,411.00	\$133,257.00	\$137,100.00	\$141,213.00
		Bi-Wk	\$4,222.07	\$4,369.47	\$4,516.67	\$4,664.30	\$4,810.89	\$4,958.28	\$5,105.64	\$5,252.88	\$5,410.46
		Daily	\$422.21	\$436.95	\$451.67	\$466.43	\$481.09	\$495.83	\$510.57	\$525.29	\$541.05
		Hourly	\$52.78	\$54.62	\$56.46	\$58.31	\$60.14	\$61.98	\$63.83	\$65.67	\$67.64

P-3A FF 40 Hour Pay Plan Effective 07/01/2019

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
FF	36	Annual	\$114,786.00	\$118,723.00	\$122,668.00	\$126,602.00	\$130,549.00	\$134,490.00	\$138,436.00	\$142,369.00	\$146,639.00
		Bi-Wk	\$4,397.94	\$4,548.78	\$4,699.93	\$4,850.66	\$5,001.88	\$5,152.88	\$5,304.07	\$5,454.76	\$5,618.36
		Daily	\$439.80	\$454.88	\$470.00	\$485.07	\$500.19	\$515.29	\$530.41	\$545.48	\$561.84
		Hourly	\$54.98	\$56.86	\$58.75	\$60.64	\$62.53	\$64.42	\$66.31	\$68.19	\$70.23
FF	37	Annual	\$119,554.00	\$123,598.00	\$127,645.00	\$131,697.00	\$135,742.00	\$139,796.00	\$143,841.00	\$147,887.00	\$152,325.00
		Bi-Wk	\$4,580.62	\$4,735.56	\$4,890.62	\$5,045.87	\$5,200.85	\$5,356.17	\$5,511.15	\$5,666.17	\$5,836.21
		Daily	\$458.07	\$473.56	\$489.07	\$504.59	\$520.09	\$535.62	\$551.12	\$566.62	\$583.63
		Hourly	\$57.26	\$59.20	\$61.14	\$63.08	\$65.02	\$66.96	\$68.89	\$70.83	\$72.96
FF	38	Annual	\$124,479.00	\$128,618.00	\$132,778.00	\$136,918.00	\$141,059.00	\$145,214.00	\$149,347.00	\$153,492.00	\$158,099.00
		Bi-Wk	\$4,769.32	\$4,927.90	\$5,087.28	\$5,245.91	\$5,404.56	\$5,563.76	\$5,722.11	\$5,880.92	\$6,057.44
		Daily	\$476.94	\$492.79	\$508.73	\$524.60	\$540.46	\$556.38	\$572.22	\$588.10	\$605.75
		Hourly	\$59.62	\$61.60	\$63.60	\$65.58	\$67.56	\$69.55	\$71.53	\$73.52	\$75.72
FF	39	Annual	\$129,655.00	\$133,903.00	\$138,148.00	\$142,389.00	\$146,633.00	\$150,878.00	\$155,115.00	\$159,354.00	\$164,135.00
		Bi-Wk	\$4,967.63	\$5,130.39	\$5,293.03	\$5,455.52	\$5,618.13	\$5,780.77	\$5,943.11	\$6,105.52	\$6,288.70
		Daily	\$496.77	\$513.04	\$529.31	\$545.56	\$561.82	\$578.08	\$594.32	\$610.56	\$628.87
		Hourly	\$62.10	\$64.13	\$66.17	\$68.20	\$70.23	\$72.26	\$74.29	\$76.32	\$78.61
FF	40	Annual	\$135,055.00	\$139,394.00	\$143,726.00	\$148,059.00	\$152,395.00	\$156,737.00	\$161,062.00	\$165,405.00	\$170,367.00
		Bi-Wk	\$5,174.53	\$5,340.77	\$5,506.75	\$5,672.76	\$5,838.89	\$6,005.25	\$6,170.96	\$6,337.36	\$6,527.48
		Daily	\$517.46	\$534.08	\$550.68	\$567.28	\$583.89	\$600.53	\$617.10	\$633.74	\$652.75
		Hourly	\$64.69	\$66.76	\$68.84	\$70.91	\$72.99	\$75.07	\$77.14	\$79.22	\$81.60
FF	41	Annual	\$140,717.00	\$145,158.00	\$149,589.00	\$154,028.00	\$158,465.00	\$162,901.00	\$167,348.00	\$171,783.00	\$176,938.00
		Bi-Wk	\$5,391.46	\$5,561.61	\$5,731.38	\$5,901.46	\$6,071.46	\$6,241.42	\$6,411.81	\$6,581.73	\$6,779.24
		Daily	\$539.15	\$556.17	\$573.14	\$590.15	\$607.15	\$624.15	\$641.19	\$658.18	\$677.93
		Hourly	\$67.40	\$69.53	\$71.65	\$73.77	\$75.90	\$78.02	\$80.15	\$82.28	\$84.75
FF	42	Annual	\$146,580.00	\$151,119.00	\$155,652.00	\$160,188.00	\$164,725.00	\$169,261.00	\$173,797.00	\$178,343.00	\$183,693.00
		Bi-Wk	\$5,616.10	\$5,790.00	\$5,963.68	\$6,137.48	\$6,311.31	\$6,485.10	\$6,658.89	\$6,833.07	\$7,038.05
		Daily	\$561.61	\$579.00	\$596.37	\$613.75	\$631.14	\$648.51	\$665.89	\$683.31	\$703.81
		Hourly	\$70.21	\$72.38	\$74.55	\$76.72	\$78.90	\$81.07	\$83.24	\$85.42	\$87.98

P-3A FF 40 Hour Pay Plan Effective 07/01/2019

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
FF	43	Annual	\$152,802.00	\$157,428.00	\$162,057.00	\$166,683.00	\$171,316.00	\$175,934.00	\$180,567.00	\$185,188.00	\$190,743.00
		Bi-Wk	\$5,854.49	\$6,031.73	\$6,209.09	\$6,386.33	\$6,563.84	\$6,740.77	\$6,918.28	\$7,095.33	\$7,308.17
		Daily	\$585.45	\$603.18	\$620.91	\$638.64	\$656.39	\$674.08	\$691.83	\$709.54	\$730.82
		Hourly	\$73.19	\$75.40	\$77.62	\$79.83	\$82.05	\$84.26	\$86.48	\$88.70	\$91.36