

UGE Employee Pay Progression

Location	Seniority											
	0	0.5	1	2	3	4	5	6	7	8	9	10
BASE	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
AVP	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
AZO	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
BGM	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
BPT	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
GSP	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
HOB	\$10.50	\$10.80	\$11.10	\$11.40	\$11.70	\$12.00	\$12.30	\$12.70	\$13.10	\$13.70	\$14.20	\$15.37
MRY	\$10.80	\$11.10	\$11.40	\$11.70	\$12.00	\$12.30	\$12.60	\$13.00	\$13.40	\$14.00	\$14.50	\$15.68
PSP	\$10.80	\$11.10	\$11.40	\$11.70	\$12.00	\$12.30	\$12.60	\$13.00	\$13.40	\$14.00	\$14.50	\$15.68
SAF	\$11.21	\$11.51	\$11.81	\$12.11	\$12.41	\$12.71	\$13.01	\$13.41	\$13.81	\$14.41	\$14.91	\$16.11
SBA	\$10.80	\$11.10	\$11.40	\$11.70	\$12.00	\$12.30	\$12.60	\$13.00	\$13.40	\$14.00	\$14.50	\$15.68
SYR	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
TYS	\$11.00	\$11.30	\$11.60	\$11.90	\$12.20	\$12.50	\$12.80	\$13.20	\$13.60	\$14.20	\$14.70	\$15.87
BHM	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
CWA	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
ERI	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
GRB	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
LNK	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
MAF	\$14.05	\$14.35	\$14.65	\$14.95	\$15.25	\$15.55	\$15.85	\$16.25	\$16.65	\$17.25	\$17.75	\$19.00
MKE	\$10.30	\$10.60	\$10.90	\$11.20	\$11.50	\$11.80	\$12.10	\$12.50	\$12.90	\$13.50	\$14.00	\$15.25
SN	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
MEM	\$10.30	\$10.60	\$10.90	\$11.20	\$11.50	\$11.80	\$12.10	\$12.50	\$12.90	\$13.50	\$14.00	\$15.25
CHA	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
PIA	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
SHV	\$11.30	\$11.60	\$11.90	\$12.20	\$12.50	\$12.80	\$13.10	\$13.50	\$13.90	\$14.50	\$15.00	\$16.21
BTV	\$13.00	\$13.30	\$13.60	\$13.90	\$14.20	\$14.50	\$14.80	\$15.20	\$15.60	\$16.20	\$16.70	\$17.92
PWM	\$11.05	\$11.35	\$11.65	\$11.95	\$12.25	\$12.55	\$12.85	\$13.25	\$13.65	\$14.25	\$14.75	\$15.94
CRP	\$11.05	\$11.35	\$11.65	\$11.95	\$12.25	\$12.55	\$12.85	\$13.25	\$13.65	\$14.25	\$14.75	\$15.94
JAN	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
DAY	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
LFT	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
SAV	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
EYW	\$12.30	\$12.60	\$12.90	\$13.20	\$13.50	\$13.80	\$14.10	\$14.50	\$14.90	\$15.50	\$16.00	\$17.25
TDY	\$10.30	\$10.60	\$10.90	\$11.20	\$11.50	\$11.80	\$12.10	\$12.50	\$12.90	\$13.50	\$14.00	\$15.25
CMJ	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
COU	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
STS	\$11.50	\$11.80	\$12.10	\$12.40	\$12.70	\$13.00	\$13.30	\$13.70	\$14.10	\$14.70	\$15.20	\$16.41
RST	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
SRQ	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
ITO	\$11.50	\$11.80	\$12.10	\$12.40	\$12.70	\$13.00	\$13.30	\$13.70	\$14.10	\$14.70	\$15.20	\$16.41
ORD PAA	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
ABQ	\$10.50	\$10.80	\$11.10	\$11.40	\$11.70	\$12.00	\$12.30	\$12.70	\$13.10	\$13.70	\$14.20	\$15.37
EVV	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
ELM	\$10.75	\$11.05	\$11.35	\$11.65	\$11.95	\$12.25	\$12.55	\$12.95	\$13.35	\$13.95	\$14.45	\$15.63
ILM	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
BNA	\$11.00	\$11.30	\$11.60	\$11.90	\$12.20	\$12.50	\$12.80	\$13.20	\$13.60	\$14.20	\$14.70	\$15.87
PQJ	\$10.50	\$10.80	\$11.10	\$11.40	\$11.70	\$12.00	\$12.30	\$12.70	\$13.10	\$13.70	\$14.20	\$15.37
RIC	\$11.50	\$11.80	\$12.10	\$12.40	\$12.70	\$13.00	\$13.30	\$13.70	\$14.10	\$14.70	\$15.20	\$16.08
FSD	\$11.00	\$11.30	\$11.60	\$11.90	\$12.20	\$12.50	\$12.80	\$13.20	\$13.60	\$14.20	\$14.70	\$15.56
ORF	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
ONT	\$11.00	\$11.30	\$11.60	\$11.90	\$12.20	\$12.50	\$12.80	\$13.20	\$13.60	\$14.20	\$14.70	\$15.56
MFR	\$10.75	\$11.05	\$11.35	\$11.65	\$11.95	\$12.25	\$12.55	\$12.95	\$13.35	\$13.95	\$14.45	\$15.31
XNA	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
SCE	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
ABE	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
PVD	\$11.85	\$12.15	\$12.45	\$12.75	\$13.05	\$13.35	\$13.65	\$14.05	\$14.45	\$15.05	\$15.55	\$16.44
EWB PAA	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
MMH	\$15.00	\$15.30	\$15.60	\$15.90	\$16.20	\$16.50	\$16.80	\$17.20	\$17.60	\$18.20	\$18.70	\$19.66
PAE	\$14.50	\$14.80	\$15.10	\$15.40	\$15.70	\$16.00	\$16.30	\$16.70	\$17.10	\$17.70	\$18.20	\$19.15
FLG	\$12.50	\$12.80	\$13.10	\$13.40	\$13.70	\$14.00	\$14.30	\$14.70	\$15.10	\$15.70	\$16.20	\$17.10
TDYHI	\$10.30	\$10.60	\$10.90	\$11.20	\$11.50	\$11.80	\$12.10	\$12.50	\$12.90	\$13.50	\$14.00	\$15.16
TDYNY	\$11.10	\$11.40	\$11.70	\$12.00	\$12.30	\$12.60	\$12.90	\$13.30	\$13.70	\$14.30	\$14.80	\$15.16
HHH	\$11.50	\$11.80	\$12.10	\$12.40	\$12.70	\$13.00	\$13.30	\$13.70	\$14.10	\$14.70	\$15.20	\$16.08
JAC	\$19.00	\$19.30	\$19.60	\$19.90	\$20.20	\$20.50	\$20.85	\$21.15	\$21.45	\$21.70	\$22.00	\$22.00
DEN Cabin	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
FAR	\$13.00	\$13.30	\$13.60	\$13.90	\$14.20	\$14.50	\$14.80	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
GRK	\$10.05	\$10.35	\$10.65	\$10.95	\$11.25	\$11.55	\$11.85	\$12.25	\$12.65	\$13.25	\$13.75	\$14.90
LEX	\$10.25	\$10.55	\$10.85	\$11.15	\$11.45	\$11.75	\$12.05	\$12.45	\$12.85	\$13.45	\$13.95	\$14.90
SDF	\$11.00	\$11.30	\$11.60	\$11.90	\$12.20	\$12.50	\$12.80	\$13.10	\$13.50	\$13.90	\$14.50	\$14.90
MDT	\$11.00	\$11.30	\$11.60	\$11.90	\$12.20	\$12.50	\$12.80	\$13.10	\$13.50	\$13.90	\$14.50	\$14.90
ROC	\$12.75	\$13.05	\$13.35	\$13.65	\$13.95	\$14.25	\$14.55	\$14.95	\$15.00	\$15.00	\$15.00	\$15.00
EGE	\$18.00	\$18.30	\$18.60	\$18.90	\$19.20	\$19.50	\$19.80	\$20.00	\$20.20	\$20.50	\$20.75	\$21.00
HDN	\$15.00	\$15.30	\$15.60	\$15.90	\$16.20	\$16.50	\$16.80	\$17.10	\$17.40	\$17.60	\$18.00	\$18.00
MTJ	\$15.00	\$15.30	\$15.60	\$15.90	\$16.20	\$16.50	\$16.80	\$17.10	\$17.40	\$17.60	\$18.00	\$18.00

Minimum wage of \$13.00 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$13.00 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$11.80 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$13.00 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$11.80 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$12.00 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$13.00 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$10.10 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$14.10 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$11.80 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$12.00 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$13.00 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$13.00 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$12.45 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$13.00 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Minimum wage of \$11.80 per hour will be paid in 2020, unless employee is at higher rate in wage scale.

Wage of \$14.00 per hour will be paid in 2020, unless employee is at higher rate in wage scale.