

UGE Pay Progression eff 3_6_20

	Class Seniority (Frontline Only-not Based on Hire date) *	AVP	AZO	BGM	BPT	GSP	HOB	MRY	PSP	SAF	SBA	Base Step Increase
-	0 – 6 months	\$10.05	\$10.05	\$10.05	\$10.05	\$10.05	\$10.50	\$13.00	\$13.00	\$11.80	\$13.00	
0.5	> 6 months – 1 year	\$10.35	\$10.35	\$10.35	\$10.35	\$10.35	\$10.80	\$13.00	\$13.00	\$11.80	\$13.00	\$0.30
1	> 1 year – 2 years	\$10.65	\$10.65	\$10.65	\$10.65	\$10.65	\$11.10	\$13.00	\$13.00	\$11.81	\$13.00	\$0.30
2	> 2 years – 3 years	\$10.95	\$10.95	\$10.95	\$10.95	\$10.95	\$11.40	\$13.00	\$13.00	\$12.11	\$13.00	\$0.30
3	> 3 years – 4 years	\$11.25	\$11.25	\$11.25	\$11.25	\$11.25	\$11.70	\$13.00	\$13.00	\$12.41	\$13.00	\$0.30
4	> 4 years – 5 years	\$11.55	\$11.55	\$11.55	\$11.55	\$11.55	\$12.00	\$13.00	\$13.00	\$12.71	\$13.00	\$0.30
5	> 5 years – 6 years	\$11.85	\$11.85	\$11.85	\$11.85	\$11.85	\$12.30	\$13.00	\$13.00	\$13.01	\$13.00	\$0.30
6	> 6 years – 7 years	\$12.25	\$12.25	\$12.25	\$12.25	\$12.25	\$12.70	\$13.00	\$13.00	\$13.41	\$13.00	\$0.40
7	> 7 years – 8 years	\$12.65	\$12.65	\$12.65	\$12.65	\$12.65	\$13.10	\$13.40	\$13.40	\$13.81	\$13.40	\$0.40
8	> 8 years – 9 years	\$13.25	\$13.25	\$13.25	\$13.25	\$13.25	\$13.70	\$14.00	\$14.00	\$14.41	\$14.00	\$0.60
9	> 9 years – 10 years	\$13.75	\$13.75	\$13.75	\$13.75	\$13.75	\$14.20	\$14.50	\$14.50	\$14.91	\$14.50	\$0.80
10	> 10 years*	\$15.27	\$15.27	\$15.27	\$15.27	\$15.27	\$15.75	\$16.07	\$16.07	\$16.51	\$16.07	

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	Class Seniority (Frontline Only-not Based on Hire date) *	SYR	TYS	BHM	CWA	ERI	GRB	LNK	MAF	MKE	SBN	Base Step Increase
-	0 – 6 months	\$11.80	\$11.00	\$10.05	\$10.05	\$10.05	\$10.05	\$10.05	\$14.05	\$10.30	\$10.05	
0.5	> 6 months – 1 year	\$11.80	\$11.30	\$10.35	\$10.35	\$10.35	\$10.35	\$10.35	\$14.35	\$10.60	\$10.35	\$0.30
1	> 1 year – 2 years	\$11.80	\$11.60	\$10.65	\$10.65	\$10.65	\$10.65	\$10.65	\$14.65	\$10.90	\$10.65	\$0.30
2	> 2 years – 3 years	\$11.80	\$11.90	\$10.95	\$10.95	\$10.95	\$10.95	\$10.95	\$14.95	\$11.20	\$10.95	\$0.30
3	> 3 years – 4 years	\$11.80	\$12.20	\$11.25	\$11.25	\$11.25	\$11.25	\$11.25	\$15.25	\$11.50	\$11.25	\$0.30
4	> 4 years – 5 years	\$11.80	\$12.50	\$11.55	\$11.55	\$11.55	\$11.55	\$11.55	\$15.55	\$11.80	\$11.55	\$0.30
5	> 5 years – 6 years	\$11.85	\$12.80	\$11.85	\$11.85	\$11.85	\$11.85	\$11.85	\$15.85	\$12.10	\$11.85	\$0.30
6	> 6 years – 7 years	\$12.25	\$13.20	\$12.25	\$12.25	\$12.25	\$12.25	\$12.25	\$16.25	\$12.50	\$12.25	\$0.40
7	> 7 years – 8 years	\$12.65	\$13.60	\$12.65	\$12.65	\$12.65	\$12.65	\$12.65	\$16.65	\$12.90	\$12.65	\$0.40
8	> 8 years – 9 years	\$13.25	\$14.20	\$13.25	\$13.25	\$13.25	\$13.25	\$13.25	\$17.25	\$13.50	\$13.25	\$0.60
9	> 9 years – 10 years	\$13.75	\$14.70	\$13.75	\$13.75	\$13.75	\$13.75	\$13.75	\$17.50	\$14.00	\$13.75	\$0.80
10	> 10 years*	\$15.27	\$16.27	\$15.27	\$15.27	\$15.27	\$15.27	\$15.27	\$18.21	\$15.54	\$15.27	

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	Class Seniority (Frontline Only-not Based on Hire date) *	MEM	CHA	PIA	SHV	BTV	PWM	CRP	JAN	DAY	LFT	Base Step Increase
-	0 – 6 months	\$10.30	\$10.05	\$10.05	\$11.30	\$13.00	\$12.00	\$11.05	\$10.05	\$10.05	\$10.05	
0.5	> 6 months – 1 year	\$10.60	\$10.35	\$10.35	\$11.60	\$13.30	\$12.00	\$11.35	\$10.35	\$10.35	\$10.35	\$0.30
1	> 1 year – 2 years	\$10.90	\$10.65	\$10.65	\$11.90	\$13.60	\$12.00	\$11.65	\$10.65	\$10.65	\$10.65	\$0.30
2	> 2 years – 3 years	\$11.20	\$10.95	\$10.95	\$12.20	\$13.90	\$12.00	\$11.95	\$10.95	\$10.95	\$10.95	\$0.30
3	> 3 years – 4 years	\$11.50	\$11.25	\$11.25	\$12.50	\$14.20	\$12.25	\$12.25	\$11.25	\$11.25	\$11.25	\$0.30
4	> 4 years – 5 years	\$11.80	\$11.55	\$11.55	\$12.80	\$14.50	\$12.55	\$12.55	\$11.55	\$11.55	\$11.55	\$0.30
5	> 5 years – 6 years	\$12.10	\$11.85	\$11.85	\$13.10	\$14.80	\$12.85	\$12.85	\$11.85	\$11.85	\$11.85	\$0.30
6	> 6 years – 7 years	\$12.50	\$12.25	\$12.25	\$13.50	\$15.20	\$13.25	\$13.25	\$12.25	\$12.25	\$12.25	\$0.40
7	> 7 years – 8 years	\$12.90	\$12.65	\$12.65	\$13.90	\$15.60	\$13.65	\$13.65	\$12.65	\$12.65	\$12.65	\$0.40
8	> 8 years – 9 years	\$13.50	\$13.25	\$13.25	\$14.50	\$16.20	\$14.25	\$14.25	\$13.25	\$13.25	\$13.25	\$0.60
9	> 9 years – 10 years	\$14.00	\$13.75	\$13.75	\$15.00	\$16.70	\$14.75	\$14.75	\$13.75	\$13.75	\$13.75	\$0.80
10	> 10 years*	\$15.54	\$15.27	\$15.27	\$16.62	\$18.37	\$16.34	\$16.34	\$15.27	\$15.27	\$15.27	

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	Class Seniority (Frontline Only-not Based on Hire date) *	SAV	EYW	TDY	CMI	COU	STS	RST	SRQ	ITO	ORD PAA	Base Step Increase
-	0 – 6 months	\$10.05	\$12.30	\$10.30	\$10.05	\$10.05	\$13.00	\$10.10	\$10.05	\$11.50	\$14.10	
0.5	> 6 months – 1 year	\$10.35	\$12.60	\$10.60	\$10.35	\$10.35	\$13.00	\$10.35	\$10.35	\$11.80	\$14.10	\$0.30
1	> 1 year – 2 years	\$10.65	\$12.90	\$10.90	\$10.65	\$10.65	\$13.00	\$10.65	\$10.65	\$12.10	\$14.10	\$0.30
2	> 2 years – 3 years	\$10.95	\$13.20	\$11.20	\$10.95	\$10.95	\$13.00	\$10.95	\$10.95	\$12.40	\$14.10	\$0.30
3	> 3 years – 4 years	\$11.25	\$13.50	\$11.50	\$11.25	\$11.25	\$13.00	\$11.25	\$11.25	\$12.70	\$14.10	\$0.30
4	> 4 years – 5 years	\$11.55	\$13.80	\$11.80	\$11.55	\$11.55	\$13.00	\$11.55	\$11.55	\$13.00	\$14.10	\$0.30
5	> 5 years – 6 years	\$11.85	\$14.10	\$12.10	\$11.85	\$11.85	\$13.30	\$11.85	\$11.85	\$13.30	\$14.10	\$0.30
6	> 6 years – 7 years	\$12.25	\$14.50	\$12.50	\$12.25	\$12.25	\$13.70	\$12.25	\$12.25	\$13.70	\$14.10	\$0.40
7	> 7 years – 8 years	\$12.65	\$14.90	\$12.90	\$12.65	\$12.65	\$14.10	\$12.65	\$12.65	\$14.10	\$14.10	\$0.40
8	> 8 years – 9 years	\$13.25	\$15.50	\$13.50	\$13.25	\$13.25	\$14.70	\$13.25	\$13.25	\$14.70	\$14.10	\$0.60
9	> 9 years – 10 years	\$13.75	\$16.00	\$14.00	\$13.75	\$13.75	\$15.20	\$13.75	\$13.75	\$15.20	\$14.10	\$0.80
10	> 10 years*	\$15.27	\$17.68	\$15.54	\$15.27	\$15.27	\$16.82	\$15.27	\$15.27	\$16.82	\$15.27	

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	Class Seniority (Frontline Only-not Based on Hire date) *	EVV	ABQ	ELM	ILM	BNA	PQI	RIC	FSD	ORF	ONT	Base Step Increase
-	0 – 6 months	\$10.05	\$10.50	\$11.80	\$10.50	\$13.50	\$12.00	\$11.50	\$11.00	\$10.05	\$13.00	
0.5	> 6 months – 1 year	\$10.35	\$10.80	\$11.80	\$10.80	\$13.80	\$12.00	\$11.80	\$11.30	\$10.35	\$13.00	\$0.30
1	> 1 year – 2 years	\$10.65	\$11.10	\$11.80	\$11.10	\$14.10	\$12.00	\$12.10	\$11.60	\$10.65	\$13.00	\$0.30
2	> 2 years – 3 years	\$10.95	\$11.40	\$11.80	\$11.40	\$14.40	\$12.00	\$12.40	\$11.90	\$10.95	\$13.00	\$0.30
3	> 3 years – 4 years	\$11.25	\$11.70	\$11.95	\$11.70	\$14.70	\$12.00	\$12.70	\$12.20	\$11.25	\$13.00	\$0.30
4	> 4 years – 5 years	\$11.55	\$12.00	\$12.25	\$12.00	\$15.00	\$12.00	\$13.00	\$12.50	\$11.55	\$13.00	\$0.30
5	> 5 years – 6 years	\$11.85	\$12.30	\$12.55	\$12.30	\$15.30	\$12.30	\$13.30	\$12.80	\$11.85	\$13.00	\$0.30
6	> 6 years – 7 years	\$12.25	\$12.70	\$12.95	\$12.70	\$15.60	\$12.70	\$13.70	\$13.20	\$12.25	\$13.20	\$0.40
7	> 7 years – 8 years	\$12.65	\$13.10	\$13.35	\$13.10	\$15.90	\$13.10	\$14.10	\$13.60	\$12.65	\$13.60	\$0.40
8	> 8 years – 9 years	\$13.25	\$13.70	\$13.95	\$13.70	\$16.20	\$13.70	\$14.70	\$14.20	\$13.25	\$14.20	\$0.60
9	> 9 years – 10 years	\$13.75	\$14.20	\$14.45	\$14.20	\$16.50	\$14.20	\$15.20	\$14.70	\$13.75	\$14.70	\$0.80
10	> 10 years*	\$15.75	\$15.27	\$16.02	\$15.75	\$17.22	\$15.27	\$16.48	\$15.95	\$15.27	\$15.95	

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	Class Seniority (Frontline Only-not Based on Hire date) *	MFR	XNA	SCE	ABE	PVD	EWB PAA **	MMH	PAE	FLG	TDYHI	Base Step Increase
-	0 – 6 months	\$11.25	\$10.05	\$10.05	\$10.05	\$11.85	\$15.60	\$15.00	\$14.50	\$13.00	\$10.30	
0.5	> 6 months – 1 year	\$11.25	\$10.35	\$10.35	\$10.35	\$12.15	\$15.60	\$15.30	\$14.80	\$13.00	\$10.60	\$0.30
1	> 1 year – 2 years	\$11.35	\$10.65	\$10.65	\$10.65	\$12.45	\$15.60	\$15.60	\$15.10	\$13.10	\$10.90	\$0.30
2	> 2 years – 3 years	\$11.65	\$10.95	\$10.95	\$10.95	\$12.75	\$15.60	\$15.90	\$15.40	\$13.40	\$11.20	\$0.30
3	> 3 years – 4 years	\$11.95	\$11.25	\$11.25	\$11.25	\$13.05	\$15.60	\$16.20	\$15.70	\$13.70	\$11.50	\$0.30
4	> 4 years – 5 years	\$12.25	\$11.55	\$11.55	\$11.55	\$13.35	\$15.60	\$16.50	\$16.00	\$14.00	\$11.80	\$0.30
5	> 5 years – 6 years	\$12.55	\$11.85	\$11.85	\$11.85	\$13.65	\$15.60	\$16.80	\$16.30	\$14.30	\$12.10	\$0.30
6	> 6 years – 7 years	\$12.95	\$12.25	\$12.25	\$12.25	\$14.05	\$15.60	\$17.20	\$16.70	\$14.70	\$12.50	\$0.40
7	> 7 years – 8 years	\$13.35	\$12.65	\$12.65	\$12.65	\$14.45	\$15.60	\$17.60	\$17.10	\$15.10	\$12.90	\$0.40
8	> 8 years – 9 years	\$13.95	\$13.25	\$13.25	\$13.25	\$15.05	\$15.60	\$18.20	\$17.70	\$15.70	\$13.50	\$0.60
9	> 9 years – 10 years	\$14.45	\$13.75	\$13.75	\$13.75	\$15.55	\$15.60	\$18.70	\$18.20	\$16.20	\$14.00	\$0.80
10	> 10 years*	\$15.69	\$15.27	\$15.27	\$15.27	\$16.85	\$15.99	\$20.15	\$19.63	\$17.53	\$15.54	

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**EWB Minimum wage ordinances will increase pay rates to \$16.20 or higher beginning September 2020, \$17.00 or higher in September 2021, \$18.00 or higher in September 2022, \$18.00 or higher in September 2022, and \$19.00 or higher in September 2023.

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	Class Seniority (Frontline Only-not Based on Hire date) *	TDYNY	TDYCA	TDYME	HHH	JAC	DEN Cabin	FAR	LEX	SDF	GRK	Base Step Increase
-	0 – 6 months	\$11.80	\$13.00	\$12.00	\$11.50	\$19.00	\$14.00	\$13.00	\$10.25	\$11.00	\$10.05	
0.5	> 6 months – 1 year	\$11.80	\$13.00	\$12.00	\$11.80	\$19.30	\$14.00	\$13.30	\$10.55	\$11.30	\$10.35	\$0.30
1	> 1 year – 2 years	\$11.80	\$13.00	\$12.00	\$12.10	\$19.60	\$14.00	\$13.60	\$10.85	\$11.60	\$10.65	\$0.30
2	> 2 years – 3 years	\$11.80	\$13.00	\$12.00	\$12.40	\$19.90	\$14.00	\$13.90	\$11.15	\$11.90	\$10.95	\$0.30
3	> 3 years – 4 years	\$11.80	\$13.00	\$12.00	\$12.70	\$20.00	\$14.00	\$14.20	\$11.45	\$12.20	\$11.25	\$0.30
4	> 4 years – 5 years	\$11.80	\$13.00	\$12.00	\$13.00	\$20.25	\$14.00	\$14.50	\$11.75	\$12.50	\$11.55	\$0.30
5	> 5 years – 6 years	\$12.10	\$13.00	\$12.00	\$13.30	\$20.55	\$14.00	\$14.80	\$12.05	\$12.80	\$11.85	\$0.30
6	> 6 years – 7 years	\$12.50	\$13.00	\$12.25	\$13.70	\$20.85	\$14.00	\$15.00	\$12.45	\$13.10	\$12.25	\$0.40
7	> 7 years – 8 years	\$12.90	\$13.00	\$12.65	\$14.10	\$21.15	\$14.00	\$15.00	\$12.85	\$13.50	\$12.65	\$0.40
8	> 8 years – 9 years	\$13.50	\$13.25	\$13.25	\$14.70	\$21.45	\$14.00	\$15.00	\$13.45	\$13.90	\$13.25	\$0.60
9	> 9 years – 10 years	\$14.00	\$13.75	\$13.75	\$15.20	\$21.70	\$14.00	\$15.00	\$13.95	\$14.50	\$13.75	\$0.80
10	> 10 years*	\$15.54	\$15.27	\$15.27	\$16.48	\$22.55	\$15.27	\$15.38	\$15.27	\$15.27	\$15.27	

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	Class Seniority (Frontline Only-not Based on Hire date) *	ROC	MDT	EGE	HDN	MTJ	Base Step Increase
-	0 – 6 months	\$12.75	\$11.00	\$18.00	\$15.00	\$15.00	
0.5	> 6 months – 1 year	\$13.05	\$11.30	\$18.30	\$15.30	\$15.30	\$0.30
1	> 1 year – 2 years	\$13.35	\$11.60	\$18.60	\$15.60	\$15.60	\$0.30
2	> 2 years – 3 years	\$13.65	\$11.90	\$18.90	\$15.90	\$15.90	\$0.30
3	> 3 years – 4 years	\$13.95	\$12.20	\$19.20	\$16.20	\$16.20	\$0.30
4	> 4 years – 5 years	\$14.25	\$12.50	\$19.50	\$16.50	\$16.50	\$0.30
5	> 5 years – 6 years	\$14.55	\$12.80	\$19.80	\$16.80	\$16.80	\$0.30
6	> 6 years – 7 years	\$14.95	\$13.10	\$20.00	\$17.10	\$17.10	\$0.40
7	> 7 years – 8 years	\$15.00	\$13.50	\$20.20	\$17.40	\$17.40	\$0.40
8	> 8 years – 9 years	\$15.00	\$13.90	\$20.50	\$17.60	\$17.60	\$0.60
9	> 9 years – 10 years	\$15.00	\$14.50	\$20.75	\$18.00	\$18.00	\$0.80
10	> 10 years*	\$15.38	\$15.27	\$21.53	\$18.45	\$18.45	

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Premium Pay:		
- Lead		\$1.50 / hour
- Compliance Coordinator		\$1.50 / hour
- Permanent Non-Lead TDY		\$1.00 / hour
- Station Training Coordinator		\$1.50 / hour
- Ready Relief		\$0.50 / hour

*Top Out Rate Increased 2.5% over previous rate per CBA, based on 2019 CPI rate from BLS Effective 3.6.2020