

## 2006 PAY INEQUALITY ANALYSIS: DIFFERENCE BETWEEN PAY PERIOD EARNINGS AT GS GRADE LEVELS 3 THROUGH 14 AND ACTUAL AD EARNINGS AT 2006 AD RATES

GS Calculations Based On 80 Regular Hours + 116 Hrs OT (average shift 14 hours per day for 2 weeks). Hazard Duty Pay for Applicable GS Employees not included in weekly earnings; If HZ pay had been included, discrepancy in pay rates would be even greater

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The column to the left of the column showing \$167 shows a negative \$395 (negative #s are in parens in red). This means your AD position was graded out at less than a GS-9/5 (you are making \$395 less than a GS 9/5). If there is NO shaded number, the position is less than a GS 2. There are 2 reasons for this wage discrepancy : The NWCG Position Leveling Group did not factor in overtime, plus some positions may have been graded 1-2 grades lower than duties, responsibilities, and complexity warrant. (NOTE: all GS employees receive true time-and-one-half on fires, regardless of grade level). These AD rates are a far cry from "Equal Pay For Work Performed."

2006 AD Rate	AD 2-Week Pay Check At 2006 Rates	ICS Mnemonic	GS Grade At Step 5 (includes Locality Pay "Rest of U.S.")	14	13	12	11	10	9	8	7	6	5	4	3	2
			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>COMMAND</b>																
\$28.22	\$5,531	AREP	AGENCY REP	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$25.70	\$5,037	ICT3	INCIDENT COMM TY 3	(\$7,035)	(\$5,179)	(\$3,556)	(\$2,131)	(\$1,488)	(\$889)	(\$327)	<b>\$193</b>	\$679	\$1,126	\$1,542	\$1,923	\$2,276
\$17.26	\$3,383	ICT4	INCIDENT COMM TY 4	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$15.78	\$3,093	ICT5	INCIDENT COMM TY 5	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$33.83	\$6,631	IOF1	INFO OFFICER TY 1	(\$5,442)	(\$3,585)	(\$1,962)	(\$537)	<b>\$105</b>	\$705	\$1,266	\$1,787	\$2,272	\$2,719	\$3,136	\$3,517	\$3,870
\$28.22	\$5,531	IOF2	INFO OFFICER TY 2	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$21.00	\$4,116	IOF3	INFO OFFICER TY 3	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$28.22	\$5,531	LOFR	LIAISON OFFICER	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$33.83	\$6,631	SOF1	SAFETY OFF TY 1	(\$5,442)	(\$3,585)	(\$1,962)	(\$537)	<b>\$105</b>	\$705	\$1,266	\$1,787	\$2,272	\$2,719	\$3,136	\$3,517	\$3,870
\$28.22	\$5,531	SOF2	SAFETY OFF TY 2	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$24.00	\$4,704	SOF3	SAFETY OFF TY 3	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943

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			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>FINANCE</b>																
\$15.78	\$3,093	CLMS	CLAIMS SPECIALIST	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$15.78	\$3,093	CMSY	COMMISSARY MGR	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$24.00	\$4,704	COMP	COMP/CLAIMS UL	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$24.00	\$4,704	COST	COST UL	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$15.78	\$3,093	EQTR	EQUIPMENT TIME RECORDER	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$33.83	\$6,631	FSC1	FINANCE/ADMIN SECTION CHIEF TY 1	(\$5,442)	(\$3,585)	(\$1,962)	(\$537)	<b>\$105</b>	\$705	\$1,266	\$1,787	\$2,272	\$2,719	\$3,136	\$3,517	\$3,870
\$28.22	\$5,531	FSC2	FINANCE/ADMIN SECTION CHIEF TY 2	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$15.78	\$3,093	INJR	COMP FOR INJURY SPECIALIST	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$24.50	\$4,802	PROC	PROCUREMENT UL	(\$7,271)	(\$5,414)	(\$3,791)	(\$2,366)	(\$1,723)	(\$1,124)	(\$562)	(\$42)	<b>\$443</b>	\$890	\$1,307	\$1,688	\$2,041

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			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>FINANCE (Cont.)</b>																
\$15.78	\$3,093	PTRC	PERSONNEL TIME RECORDER	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$24.00	\$4,704	TIME	TIME UNIT LDR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
<b>OPERATIONS</b>																
\$13.00	\$2,548	ABRO	AIRCRAFT BASE RADIO OPERATOR	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)
\$33.83	\$6,631	ACAC	AREA COMM AVIATION COORD	(\$5,442)	(\$3,585)	(\$1,962)	(\$537)	<b>\$105</b>	\$705	\$1,266	\$1,787	\$2,272	\$2,719	\$3,136	\$3,517	\$3,870
\$17.26	\$3,383	AERO	AERIAL OBSERVER	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$28.22	\$5,531	AOBD	AIR OPERATIONS BRANCH DIRECTOR	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$24.00	\$4,704	THSP	AIR SPACE COORDINATOR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943

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			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>OPERATIONS (Cont.)</b>																
\$25.70	\$5,037	ASGS	AIR SUPPORT GROUP SUPERVISOR	(\$7,035)	(\$5,179)	(\$3,556)	(\$2,131)	(\$1,488)	(\$889)	(\$327)	<b>\$193</b>	\$679	\$1,126	\$1,542	\$1,923	\$2,276
\$25.70	\$5,037	ATGS	AIR TACTICAL GROUP SUPERVISOR (ATTACHED TO ASM)	(\$7,035)	(\$5,179)	(\$3,556)	(\$2,131)	(\$1,488)	(\$889)	(\$327)	<b>\$193</b>	\$679	\$1,126	\$1,542	\$1,923	\$2,276
\$21.00	\$4,116	CREP	CREW REPRESENTATIVE	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$17.26	\$3,383	CRWB	CREW BOSS	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$17.26	\$3,383	DECK	DECK COORDINATOR	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$25.70	\$5,037	DIVS	DIVISION/GROUP SUPERVISOR	(\$7,035)	(\$5,179)	(\$3,556)	(\$2,131)	(\$1,488)	(\$889)	(\$327)	<b>\$193</b>	\$679	\$1,126	\$1,542	\$1,923	\$2,276
\$24.00	\$4,704	DOZ1	DOZER OPERATOR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$17.26	\$3,383	DOZB	DOZER BOSS	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$17.26	\$3,383	ENGB	ENGINE BOSS	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622

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<b>OPERATIONS (Cont.)</b>																
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\$14.38	\$2,818	FALA	FALLER CLASS A (UP TO 12" DBH)	(\$9,254)	(\$7,397)	(\$5,774)	(\$4,349)	(\$3,707)	(\$3,107)	(\$2,546)	(\$2,025)	(\$1,540)	(\$1,093)	(\$677)	(\$296)	<b>\$58</b>
\$17.26	\$3,383	FALB	FALLER CLASS B (= OR > 12" TO 24" DBH)	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$24.00	\$4,704	FALC	FALLER CLASS C (= OR > THAN 24" DBH)	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$17.26	\$3,383	FELB	FELLING BOSS	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$14.38	\$2,818	FFT1	ADVANCED FFTR (SQ BOSS)	(\$9,254)	(\$7,397)	(\$5,774)	(\$4,349)	(\$3,707)	(\$3,107)	(\$2,546)	(\$2,025)	(\$1,540)	(\$1,093)	(\$677)	(\$296)	<b>\$58</b>
\$13.00	\$2,548	FFT2	FIREFIGHTER (TY 2 CREWMEMBER)	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)
\$14.38	\$2,818	THSP	FIRE LOOKOUT	(\$9,254)	(\$7,397)	(\$5,774)	\$6,603	(\$3,707)	(\$3,107)	(\$2,546)	(\$2,025)	(\$1,540)	(\$1,093)	(\$677)	(\$296)	<b>\$58</b>

## 2006 PAY INEQUALITY ANALYSIS: DIFFERENCE BETWEEN PAY PERIOD EARNINGS AT GS GRADE LEVELS 3 THROUGH 14 AND ACTUAL AD EARNINGS AT 2006 AD RATES

GS Calculations Based On 80 Regular Hours + 116 Hrs OT (average shift 14 hours per day for 2 weeks). Hazard Duty Pay for Applicable GS Employees not included in weekly earnings; If HZ pay had been included, discrepancy in pay rates would be even greater

To see how your AD position relates to the GS level at which the NWCG AD Position Leveling Group graded your position, look at the *shaded positive number* in **bold**, then determine the GS Grade. This is the amount in your 2-week AD paycheck that you are making that is more than the equivalent GS Grade (Step 5). The *negative number in parentheses* to the left of that column with the bold shaded number is the amount that are making that is less than the next higher GS Grade level.

Example: Go to the first page, COMMAND positions, Safety Officer 2 (SOF2). The shaded block showing \$167 in bold means that your AD position was graded slightly higher than a GS-8/5 (you are making \$167 more).

The column to the left of the column showing \$167 shows a negative \$395 (negative #s are in parens in red). This means your AD position was graded out at less than a GS-9/5 (you are making \$395 less than a GS 9/5). If there is NO shaded number, the position is less than a GS 2. There are 2 reasons for this wage discrepancy : The NWCG Position Leveling Group did not factor in overtime, plus some positions may have been graded 1-2 grades lower than duties, responsibilities, and complexity warrant. (NOTE: all GS employees receive true time-and-one-half on fires, regardless of grade level). These AD rates are a far cry from "Equal Pay For Work Performed."

2006 AD Rate	AD 2-Week Pay Check At 2006 Rates	ICS Mnemonic	GS Grade At Step 5 (includes Locality Pay "Rest of U.S.")	14	13	12	11	10	9	8	7	6	5	4	3	2
			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>OPERATIONS (Cont.)</b>																
\$17.26	\$3,383	FIRB	FIRING BOSS	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$21.00	\$4,116	HELM	HELICOPTER MGR	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$24.50	\$4,802	HEB1	HELIBASE MGR TY 1	(\$7,271)	(\$5,414)	(\$3,791)	(\$2,366)	(\$1,723)	(\$1,124)	(\$562)	(\$42)	<b>\$443</b>	\$890	\$1,307	\$1,688	\$2,041
\$24.00	\$4,704	HEB2	HELIBASE MGR TY 2	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$14.38	\$2,818	HECM	HELICOPTER CREW	(\$9,254)	(\$7,397)	(\$5,774)	(\$4,349)	(\$3,707)	(\$3,107)	(\$2,546)	(\$2,025)	(\$1,540)	(\$1,093)	(\$677)	(\$296)	<b>\$58</b>
\$17.26	\$3,383	HELB	HELICOPTER BOSS, SINGLE RESOURCE	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$24.50	\$4,802	HLCO	HELICOPTER COORD	(\$7,271)	(\$5,414)	(\$3,791)	(\$2,366)	(\$1,723)	(\$1,124)	(\$562)	(\$42)	<b>\$443</b>	\$890	\$1,307	\$1,688	\$2,041
\$28.22	\$5,531	OPBD	OPERATIONS BR DIR	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$33.83	\$6,631	OSC1	OPERATIONS SC TY 1	(\$5,442)	(\$3,585)	(\$1,962)	(\$537)	<b>\$105</b>	\$705	\$1,266	\$1,787	\$2,272	\$2,719	\$3,136	\$3,517	\$3,870
\$28.22	\$5,531	OSC2	OPERATIONS SC TY 2	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$24.50	\$4,802	SECO	SEAT COORDINATOR	(\$7,271)	(\$5,414)	(\$3,791)	(\$2,366)	(\$1,723)	(\$1,124)	(\$562)	(\$42)	<b>\$443</b>	\$890	\$1,307	\$1,688	\$2,041

## 2006 PAY INEQUALITY ANALYSIS: DIFFERENCE BETWEEN PAY PERIOD EARNINGS AT GS GRADE LEVELS 3 THROUGH 14 AND ACTUAL AD EARNINGS AT 2006 AD RATES

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2006 AD Rate	AD 2-Week Pay Check At 2006 Rates	ICS Mnemonic	GS Grade At Step 5 (includes Locality Pay "Rest of U.S.")	14	13	12	11	10	9	8	7	6	5	4	3	2
			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>OPERATIONS (Cont.)</b>																
\$21.00	\$4,116	SEMG	SGL ENG A/T MGR	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$17.26	\$3,383	STAM	STAGING AREA MGR	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$21.00	\$4,116	STCR	ST LDR CREW	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$21.00	\$4,116	STDZ	ST LDR DOZER	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$21.00	\$4,116	STEN	ST LDR ENGINE	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$21.00	\$4,116	STLM	ST LDR MILITARY	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$21.00	\$4,116	STPL	ST LDR, TRACTOR/PLOW	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$25.70	\$5,037	STPS	STRUCTURAL PROTECTION SPEC	(\$7,035)	(\$5,179)	(\$3,556)	(\$2,131)	(\$1,488)	(\$889)	(\$327)	<b>\$193</b>	\$679	\$1,126	\$1,542	\$1,923	\$2,276
\$15.78	\$3,093	TOLC	TAKEOFF/LANDING COORD	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>

## 2006 PAY INEQUALITY ANALYSIS: DIFFERENCE BETWEEN PAY PERIOD EARNINGS AT GS GRADE LEVELS 3 THROUGH 14 AND ACTUAL AD EARNINGS AT 2006 AD RATES

GS Calculations Based On 80 Regular Hours + 116 Hrs OT (average shift 14 hours per day for 2 weeks). Hazard Duty Pay for Applicable GS Employees not included in weekly earnings; If HZ pay had been included, discrepancy in pay rates would be even greater

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2006 AD Rate	AD 2-Week Pay Check At 2006 Rates	ICS Mnemonic	GS Grade At Step 5 (includes Locality Pay "Rest of U.S.")	14	13	12	11	10	9	8	7	6	5	4	3	2
			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>OPERATIONS (Cont.)</b>																
\$17.26	\$3,383	TRPB	TRACTOR/PLOW BOSS	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$21.00	\$4,116	WHSP	WATER HANDLING SPECIALIST	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
<b>PLANNING</b>																
\$33.83	\$6,631	ACPC	ASSISTANT AREA COMM, PLANNING	(\$5,442)	(\$3,585)	(\$1,962)	(\$537)	<b>\$105</b>	\$705	\$1,266	\$1,787	\$2,272	\$2,719	\$3,136	\$3,517	\$3,870
\$24.00	\$4,704	DMOB	DEMOBE UNIT LDR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$17.26	\$3,383	DOCL	DOCUMENTATION UNIT LDR	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$13.00	\$2,548	DPRO	DISPLAY PROCESSOR	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)
\$25.70	\$5,037	FBAN	FIRE BEHAVIOR ANALYST	(\$7,035)	(\$5,179)	(\$3,556)	(\$2,131)	(\$1,488)	(\$889)	(\$327)	<b>\$193</b>	\$679	\$1,126	\$1,542	\$1,923	\$2,276

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2006 AD Rate	AD 2-Week Pay Check At 2006 Rates	ICS Mnemonic	GS Grade At Step 5 (includes Locality Pay "Rest of U.S.")	14	13	12	11	10	9	8	7	6	5	4	3	2
			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>PLANNING (Cont.)</b>																
\$17.26	\$3,383	FOBS	FIELD OBSERVER	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$21.00	\$4,116	GIST	GIS TECHNICAL SPECIALIST	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$21.00	\$4,116	HRSP	HUMAN RESOURCE SPECIALIST	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$25.70	\$5,037	LTAN	LONG TERM FIRE ANALYST	(\$7,035)	(\$5,179)	(\$3,556)	(\$2,131)	(\$1,488)	(\$889)	(\$327)	<b>\$193</b>	\$679	\$1,126	\$1,542	\$1,923	\$2,276
\$33.83	\$6,631	PSC1	PLANNING SC TY 1	(\$5,442)	(\$3,585)	(\$1,962)	(\$537)	<b>\$105</b>	\$705	\$1,266	\$1,787	\$2,272	\$2,719	\$3,136	\$3,517	\$3,870
\$28.22	\$5,531	PSC2	PLANNING SC TY 2	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$24.00	\$4,704	RESL	RESOURCES UNIT LDR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$15.78	\$3,093	SCKN	STATUS/CHECK IN RECORDER	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>

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			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>PLANNING (Cont.)</b>																
\$24.00	\$4,704	SITL	SITUATION UNIT LDR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$17.26	\$3,383	TNSP	TRAINING SPECIALIST	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$15.78	\$3,093	WOBS	WEATHER OBSERVER	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
<b>LOGISTICS</b>																
\$33.83	\$6,631	ACLCL	ASSISTANT AREA COMM, LOGISTICS	(\$5,442)	(\$3,585)	(\$1,962)	(\$537)	<b>\$105</b>	\$705	\$1,266	\$1,787	\$2,272	\$2,719	\$3,136	\$3,517	\$3,870
\$15.78	\$3,093	BCMG	BASE CAMP MGR	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$10.66	\$2,089	THSP	CAMP CREW MEMBER	(\$9,983)	(\$8,127)	(\$6,503)	(\$5,079)	(\$4,436)	(\$3,836)	(\$3,275)	(\$2,754)	(\$2,269)	(\$1,822)	(\$1,406)	(\$1,025)	(\$672)
\$13.00	\$2,548	THSP	CAMP CREW SQ BOSS	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)
\$14.38	\$2,818	THSP	CAMP CREW CREW BOSS	(\$9,254)	(\$7,397)	(\$5,774)	(\$4,349)	(\$3,707)	(\$3,107)	(\$2,546)	(\$2,025)	(\$1,540)	(\$1,093)	(\$677)	(\$296)	<b>\$58</b>
\$13.00	\$2,548	CASC	SUPPLY CLERK	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)

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2006 AD Rate	AD 2-Week Pay Check At 2006 Rates	ICS Mnemonic	GS Grade At Step 5 (includes Locality Pay "Rest of U.S.")	14	13	12	11	10	9	8	7	6	5	4	3	2
			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>LOGISTICS (Cont.)</b>																
\$21.00	\$4,116	CCOO	COMPUTER COORD	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$15.78	\$3,093	CDSP	CACHE DEMOB SPECIALIST	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$24.00	\$4,704	COML	COMMUNICATIONS UNIT LDR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$17.26	\$3,383	COMT	INCIDENT COMMO TECH	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$21.00	\$4,116	EMTI	EMERGENCY MEDICAL TECH INTERMEDIATE	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$21.00	\$4,116	EMTB	EMERGENCY MEDICAL TECH BASIC	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$25.70	\$5,037	EMTP	EMERGENCY MEDICAL TECH PARAMEDIC	(\$7,035)	(\$5,179)	(\$3,556)	(\$2,131)	(\$1,488)	(\$889)	(\$327)	<b>\$193</b>	\$679	\$1,126	\$1,542	\$1,923	\$2,276

## 2006 PAY INEQUALITY ANALYSIS: DIFFERENCE BETWEEN PAY PERIOD EARNINGS AT GS GRADE LEVELS 3 THROUGH 14 AND ACTUAL AD EARNINGS AT 2006 AD RATES

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2006 AD Rate	AD 2-Week Pay Check At 2006 Rates	ICS Mnemonic	GS Grade At Step 5 (includes Locality Pay "Rest of U.S.")	14	13	12	11	10	9	8	7	6	5	4	3	2
			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>LOGISTICS (Cont.)</b>																
\$14.38	\$2,818	EQPI	EQUIPMENT INSPECTOR	(\$9,254)	(\$7,397)	(\$5,774)	(\$4,349)	(\$3,707)	(\$3,107)	(\$2,546)	(\$2,025)	(\$1,540)	(\$1,093)	(\$677)	(\$296)	<b>\$58</b>
\$15.78	\$3,093	EQPM	EQUIPMENT MGR	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$24.00	\$4,704	FACL	FACILITIES UNIT LDR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$24.00	\$4,704	FDUL	FOOD UNIT LDR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$24.00	\$4,704	GSUL	GROUND SUPPORT UNIT LDR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$21.00	\$4,116	IMSA	INCIDENT MEDICAL SPEC ASST	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$24.00	\$4,704	IMSM	INCIDENT MEDICAL SPECIALIST MGR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$21.00	\$4,116	IMST	INCIDENT MEDICAL SPEC TECH	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355

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2006 AD Rate	AD 2-Week Pay Check At 2006 Rates	ICS Mnemonic	GS Grade At Step 5 (includes Locality Pay "Rest of U.S.")	14	13	12	11	10	9	8	7	6	5	4	3	2
			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>LOGISTICS (Cont.)</b>																
\$15.78	\$3,093	INCM	INCIDENT COMMUNICATIONS CENTER MGR	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$33.83	\$6,631	LSC1	LOGISTICS SC TY 1	(\$5,442)	(\$3,585)	(\$1,962)	(\$537)	<b>\$105</b>	\$705	\$1,266	\$1,787	\$2,272	\$2,719	\$3,136	\$3,517	\$3,870
\$28.22	\$5,531	LSC2	LOGISTICS SC TY 2	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$24.00	\$4,704	MEDL	MEDICAL UNIT LDR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$15.78	\$3,093	ORDM	ORDERING MGR	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$11.70	\$2,293	RADO	RADIO OPERATOR	(\$9,779)	(\$7,923)	(\$6,300)	(\$4,875)	(\$4,232)	(\$3,633)	(\$3,071)	(\$2,551)	(\$2,065)	(\$1,618)	(\$1,202)	(\$821)	(\$468)
\$15.78	\$3,093	RCDM	RECEIVING/ DIST MGR	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$13.00	\$2,548	SECG	SECURITY GUARD (NOT LE)	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)
\$15.78	\$3,093	SECM	SECURITY MGR	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>

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<b>LOGISTICS (Cont.)</b>																
\$28.22	\$5,531	SUBD	SUPPORT BRANCH DIRECTOR	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$24.00	\$4,704	SPUL	SUPPLY UNIT LDR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$28.22	\$5,531	SVBD	SERVICE BRANCH DIRECTOR	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$13.00	\$2,548	TESP	TOOL AND EQUIPMENT SPECIALIST	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)
<b>COORDINATION AND SUPPORT</b>																
\$28.22	\$5,531	ARCH	ARCHAOLOGIST	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$24.00	\$4,704	ATBM	A/T BASE MGR	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$13.00	\$2,548	CASC	CLERK	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)

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			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>COORDINATION AND SUPPORT (Cont.)</b>																
\$14.38	\$2,818	CDER	COMPUTER DATA ENTRY RECORDER	(\$9,254)	(\$7,397)	(\$5,774)	(\$4,349)	(\$3,707)	(\$3,107)	(\$2,546)	(\$2,025)	(\$1,540)	(\$1,093)	(\$677)	(\$296)	<b>\$58</b>
\$17.26	\$3,383	COOK	COOK, HEAD CAMP	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$24.50	\$4,802	CORD	COORDINATOR, EXPANDED DISPATCH	(\$7,271)	(\$5,414)	(\$3,791)	(\$2,366)	(\$1,723)	(\$1,124)	(\$562)	(\$42)	<b>\$443</b>	\$890	\$1,307	\$1,688	\$2,041
\$21.00	\$4,116	COTR	CONTRACTING OFFICER TECH REP	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$21.00	\$4,116	CTSP	COMPUTER TECH SPEC	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$24.00	\$4,704	THSP	COST APPORTION TECH SPEC	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$14.38	\$2,818	DRCL	DRIVER, CDL REQUIRED	(\$9,254)	(\$7,397)	(\$5,774)	<b>(\$4,349)</b>	(\$3,707)	(\$3,107)	(\$2,546)	(\$2,025)	(\$1,540)	(\$1,093)	(\$677)	(\$296)	<b>\$58</b>

## 2006 PAY INEQUALITY ANALYSIS: DIFFERENCE BETWEEN PAY PERIOD EARNINGS AT GS GRADE LEVELS 3 THROUGH 14 AND ACTUAL AD EARNINGS AT 2006 AD RATES

GS Calculations Based On 80 Regular Hours + 116 Hrs OT (average shift 14 hours per day for 2 weeks). Hazard Duty Pay for Applicable GS Employees not included in weekly earnings; If HZ pay had been included, discrepancy in pay rates would be even greater

To see how your AD position relates to the GS level at which the NWCG AD Position Leveling Group graded your position, look at the *shaded positive number* in **bold**, then determine the GS Grade. This is the amount in your 2-week AD paycheck that you are making that is more than the equivalent GS Grade (Step 5). The *negative number in parentheses* to the left of that column with the bold shaded number is the amount that are making that is less than the next higher GS Grade level.

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The column to the left of the column showing \$167 shows a negative \$395 (negative #s are in parens in red). This means your AD position was graded out at less than a GS-9/5 (you are making \$395 less than a GS 9/5). If there is NO shaded number, the position is less than a GS 2. There are 2 reasons for this wage discrepancy : The NWCG Position Leveling Group did not factor in overtime, plus some positions may have been graded 1-2 grades lower than duties, responsibilities, and complexity warrant. (NOTE: all GS employees receive true time-and-one-half on fires, regardless of grade level). These AD rates are a far cry from "Equal Pay For Work Performed."

2006 AD Rate	AD 2-Week Pay Check At 2006 Rates	ICS Mnemonic	GS Grade At Step 5 (includes Locality Pay "Rest of U.S.")	14	13	12	11	10	9	8	7	6	5	4	3	2
			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>COORDINATION AND SUPPORT (Cont.)</b>																
\$13.00	\$2,548	DRVS	DRIVER, OVER 1 TON AND UP TO 4 TONS, NO CDL REQUIRED	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)
\$11.70	\$2,293	DRVP	DRIVER, UP TO AND INCLUDING 1 TON	(\$9,779)	(\$7,923)	(\$6,300)	(\$4,875)	(\$4,232)	(\$3,633)	(\$3,071)	(\$2,551)	(\$2,065)	(\$1,618)	(\$1,202)	(\$821)	(\$468)
\$28.22	\$5,531	THSP	EMERGENCY SUPPORT FUNCTION LEAD	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$24.50	\$4,802	THSP	EMERGENCY SUPPORT FUNCTION SPECIALIST	(\$7,271)	(\$5,414)	(\$3,791)	(\$2,366)	(\$1,723)	(\$1,124)	(\$562)	(\$42)	<b>\$443</b>	\$890	\$1,307	\$1,688	\$2,041
\$13.00	\$2,548	EDRC	DISPATCH RECORDER	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)
\$15.78	\$3,093	EDSD	SUPPORT DISPATCHER	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>
\$24.00	\$4,704	EDSP	SUPV DISPATCHER	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943

## 2006 PAY INEQUALITY ANALYSIS: DIFFERENCE BETWEEN PAY PERIOD EARNINGS AT GS GRADE LEVELS 3 THROUGH 14 AND ACTUAL AD EARNINGS AT 2006 AD RATES

GS Calculations Based On 80 Regular Hours + 116 Hrs OT (average shift 14 hours per day for 2 weeks). Hazard Duty Pay for Applicable GS Employees not included in weekly earnings; If HZ pay had been included, discrepancy in pay rates would be even greater

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2006 AD Rate	AD 2-Week Pay Check At 2006 Rates	ICS Mnemonic	GS Grade At Step 5 (includes Locality Pay "Rest of U.S.")	14	13	12	11	10	9	8	7	6	5	4	3	2
			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
\$14.38	\$2,818	FUEL	FUELING SPECIALIST	(\$9,254)	(\$7,397)	(\$5,774)	(\$4,349)	(\$3,707)	(\$3,107)	(\$2,546)	(\$2,025)	(\$1,540)	(\$1,093)	(\$677)	(\$296)	<b>\$58</b>
<b>COORDINATION AND SUPPORT (Cont.)</b>																
\$28.22	\$5,531	FUMA	FIRE USE MGR	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$21.00	\$4,116	GMEC	MECHANIC (AUTO / HEAVY EQUIPMENT)	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$24.00	\$4,704	IADP	INITIAL ATTACK DISPATCHER	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$33.83	\$6,631	IBA1	INCID BUS ADV, TY 1	(\$5,442)	(\$3,585)	(\$1,962)	(\$537)	<b>\$105</b>	\$705	\$1,266	\$1,787	\$2,272	\$2,719	\$3,136	\$3,517	\$3,870
\$28.22	\$5,531	IBA2	INCID BUS ADV, TY 2	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$13.00	\$2,548	THSP	LABORER	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)
\$28.22	\$5,531	THSP	LEAD INSTRUCTOR (S300 AND BELOW COURSES AND OTHER NON-ICS COURSES)	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770

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			Regular Rate	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87
			Overtime Rate	\$71.30	\$60.33	\$50.75	\$42.33	\$38.54	\$35.00	\$31.68	\$28.61	\$25.74	\$23.10	\$20.64	\$18.39	\$16.31
			Total GS Pay Check	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761
<b>COORDINATION AND SUPPORT (Cont.)</b>																
\$24.00	\$4,704	THSP	LEAD INSTRUCTOR (S400 COURSES AND ABOVE)	(\$7,369)	(\$5,512)	(\$3,889)	(\$2,464)	(\$1,821)	(\$1,222)	(\$660)	(\$140)	<b>\$345</b>	\$792	\$1,209	\$1,590	\$1,943
\$28.22	\$5,531	MCCO	MAC GROUP COORD	(\$6,542)	(\$4,685)	(\$3,062)	(\$1,637)	(\$994)	(\$395)	<b>\$167</b>	\$687	\$1,172	\$1,620	\$2,036	\$2,417	\$2,770
\$21.00	\$4,116	MXMS	MIXMASTER	(\$7,957)	(\$6,100)	(\$4,477)	(\$3,052)	(\$2,409)	(\$1,810)	(\$1,248)	(\$728)	(\$243)	<b>\$204</b>	\$621	\$1,002	\$1,355
\$17.26	\$3,383	PACK	PACKER	(\$8,690)	(\$6,833)	(\$5,210)	(\$3,785)	(\$3,142)	(\$2,543)	(\$1,982)	(\$1,461)	(\$976)	(\$529)	(\$112)	<b>\$269</b>	\$622
\$25.70	\$5,037	PETL	PREVENTION TEAM LDR	(\$7,035)	(\$5,179)	(\$3,556)	(\$2,131)	(\$1,488)	(\$889)	(\$327)	<b>\$193</b>	\$679	\$1,126	\$1,542	\$1,923	\$2,276
\$24.50	\$4,802	READ	RESOURCE ADVISOR	(\$7,271)	(\$5,414)	(\$3,791)	(\$2,366)	(\$1,723)	(\$1,124)	(\$562)	(\$42)	<b>\$443</b>	\$890	\$1,307	\$1,688	\$2,041
\$13.00	\$2,548	SEC2	SECURITY SPECIALIST	(\$9,525)	(\$7,668)	(\$6,045)	(\$4,620)	(\$3,977)	(\$3,378)	(\$2,816)	(\$2,296)	(\$1,811)	(\$1,364)	(\$947)	(\$566)	(\$213)
\$15.78	\$3,093	WHHR	MATERIALS HANDLER (WHSE/CACHE WORKER)	(\$8,980)	(\$7,123)	(\$5,500)	(\$4,075)	(\$3,432)	(\$2,833)	(\$2,272)	(\$1,751)	(\$1,266)	(\$819)	(\$402)	(\$21)	<b>\$332</b>

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2006 AD Rate	At 2006 Rates	AD 2-Week Pay Check	ICS Mnemonic	GS Grade At Step 5 (includes Locality Pay "Rest of U.S.")	14	13	12	11	10	9	8	7	6	5	4	3	2				
				<b>Regular Rate</b>	\$47.53	\$40.22	\$33.83	\$28.22	\$25.69	\$23.33	\$21.12	\$19.07	\$17.16	\$15.40	\$13.76	\$12.26	\$10.87				
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				<b>Total GS Pay Check</b>	\$12,073	\$10,216	\$8,593	\$7,168	\$6,525	\$5,926	\$5,364	\$4,844	\$4,359	\$3,912	\$3,495	\$3,114	\$2,761				
<b>COORDINATION AND SUPPORT (Cont.)</b>																					
\$17.26	\$3,383	WHLR	MATERIALS HANDLER, LDR (WHSE/CACHE LDR)	<b>(\$8,690)</b>	<b>(\$6,833)</b>	<b>(\$5,210)</b>	<b>(\$3,785)</b>	<b>(\$3,142)</b>	<b>(\$2,543)</b>	<b>(\$1,982)</b>	<b>(\$1,461)</b>	<b>(\$976)</b>	<b>(\$529)</b>	<b>(\$112)</b>	<b>\$269</b>			\$622			