

**Standard Bargaining Unit Salary Scales / Hourly  
Fiscal Year 2023  
Effective January 1, 2023**

<u>SCALE 05</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	0	0.00	0.00
STEP 3	0	0.00	0.00
STEP 4	0	0.00	0.00
STEP 5	0	0.00	0.00
STEP 6	0	0.00	0.00
STEP 7	0	0.00	0.00
STEP 8	0	0.00	0.00
STEP 9	34,353	1,317.65	16.47
STEP 10	34,685	1,330.39	16.63
STEP 11	35,299	1,353.94	16.92
STEP 12	35,921	1,377.80	17.22
STEP 13	36,560	1,402.31	17.53
STEP 14	37,212	1,427.31	17.84
STEP 15	37,873	1,452.67	18.16
STEP 16	38,550	1,478.64	18.48
STEP 17	39,239	1,505.06	18.81
STEP 18	39,941	1,531.99	19.15
STEP 19	40,656	1,559.41	19.49
STEP 20	41,387	1,587.45	19.84
STEP 21	42,214	1,619.17	20.24
STEP 22	43,059	1,651.58	20.64

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<u>SCALE 06</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	0	0.00	0.00
STEP 3	0	0.00	0.00
STEP 4	0	0.00	0.00
STEP 5	0	0.00	0.00
STEP 6	34,353	1,317.65	16.47
STEP 7	34,937	1,340.05	16.75
STEP 8	35,559	1,363.91	17.05
STEP 9	36,185	1,387.92	17.35
STEP 10	36,828	1,412.59	17.66
STEP 11	37,485	1,437.79	17.97
STEP 12	38,156	1,463.52	18.29
STEP 13	38,834	1,489.53	18.62
STEP 14	39,529	1,516.19	18.95
STEP 15	40,242	1,543.53	19.29
STEP 16	40,964	1,571.23	19.64
STEP 17	41,704	1,599.61	20.00
STEP 18	42,453	1,628.34	20.35
STEP 19	43,218	1,657.68	20.72
STEP 20	43,998	1,687.60	21.10
STEP 21	44,878	1,721.35	21.52
STEP 22	45,776	1,755.80	21.95

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<u>SCALE 07</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	0	0.00	0.00
STEP 3	34,353	1,317.65	16.47
STEP 4	34,597	1,327.01	16.59
STEP 5	35,820	1,373.92	17.17
STEP 6	36,454	1,398.24	17.48
STEP 7	37,102	1,423.10	17.79
STEP 8	37,763	1,448.45	18.11
STEP 9	38,439	1,474.38	18.43
STEP 10	39,125	1,500.69	18.76
STEP 11	39,829	1,527.69	19.10
STEP 12	40,540	1,554.96	19.44
STEP 13	41,271	1,583.00	19.79
STEP 14	42,019	1,611.69	20.15
STEP 15	42,777	1,640.77	20.51
STEP 16	43,550	1,670.42	20.88
STEP 17	44,341	1,700.76	21.26
STEP 18	45,148	1,731.71	21.65
STEP 19	45,968	1,763.16	22.04
STEP 20	46,801	1,795.11	22.44
STEP 21	47,737	1,831.01	22.89
STEP 22	48,692	1,867.64	23.35

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<u>SCALE 08</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	34,353	1,317.65	16.47
STEP 3	35,475	1,360.69	17.01
STEP 4	36,733	1,408.94	17.61
STEP 5	38,043	1,459.19	18.24
STEP 6	38,720	1,485.16	18.56
STEP 7	39,412	1,511.70	18.90
STEP 8	40,122	1,538.93	19.24
STEP 9	40,843	1,566.59	19.58
STEP 10	41,579	1,594.82	19.94
STEP 11	42,328	1,623.54	20.29
STEP 12	43,095	1,652.96	20.66
STEP 13	43,874	1,682.84	21.04
STEP 14	44,671	1,713.41	21.42
STEP 15	45,486	1,744.67	21.81
STEP 16	46,314	1,776.43	22.21
STEP 17	47,160	1,808.88	22.61
STEP 18	48,020	1,841.87	23.02
STEP 19	48,894	1,875.39	23.44
STEP 20	49,788	1,909.68	23.87
STEP 21	50,785	1,947.92	24.35
STEP 22	51,801	1,986.89	24.84

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<u>SCALE 09</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	36,384	1,395.56	17.44
STEP 3	37,677	1,445.15	18.06
STEP 4	39,021	1,496.70	18.71
STEP 5	40,422	1,550.44	19.38
STEP 6	41,149	1,578.32	19.73
STEP 7	41,892	1,606.82	20.09
STEP 8	42,647	1,635.78	20.45
STEP 9	43,421	1,665.47	20.82
STEP 10	44,206	1,695.58	21.19
STEP 11	45,012	1,726.49	21.58
STEP 12	45,830	1,757.87	21.97
STEP 13	46,664	1,789.86	22.37
STEP 14	47,519	1,822.65	22.78
STEP 15	48,388	1,855.98	23.20
STEP 16	49,272	1,889.89	23.62
STEP 17	50,175	1,924.53	24.06
STEP 18	51,100	1,960.01	24.50
STEP 19	52,039	1,996.02	24.95
STEP 20	52,996	2,032.73	25.41
STEP 21	54,055	2,073.35	25.92
STEP 22	55,137	2,114.85	26.44

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<u>SCALE 10</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	38,648	1,482.39	18.53
STEP 3	40,030	1,535.40	19.19
STEP 4	41,471	1,590.67	19.88
STEP 5	42,968	1,648.09	20.60
STEP 6	43,746	1,677.93	20.97
STEP 7	44,540	1,708.39	21.35
STEP 8	45,347	1,739.34	21.74
STEP 9	46,175	1,771.10	22.14
STEP 10	47,020	1,803.51	22.54
STEP 11	47,879	1,836.46	22.96
STEP 12	48,756	1,870.10	23.38
STEP 13	49,651	1,904.43	23.81
STEP 14	50,561	1,939.33	24.24
STEP 15	51,492	1,975.04	24.69
STEP 16	52,440	2,011.40	25.14
STEP 17	53,406	2,048.45	25.61
STEP 18	54,391	2,086.24	26.08
STEP 19	55,398	2,124.86	26.56
STEP 20	56,421	2,164.10	27.05
STEP 21	57,551	2,207.44	27.59
STEP 22	58,702	2,251.59	28.14

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<u>SCALE 11</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	41,068	1,575.22	19.69
STEP 3	42,550	1,632.06	20.40
STEP 4	44,088	1,691.05	21.14
STEP 5	45,692	1,752.57	21.91
STEP 6	46,524	1,784.49	22.31
STEP 7	47,373	1,817.05	22.71
STEP 8	48,241	1,850.34	23.13
STEP 9	49,126	1,884.29	23.55
STEP 10	50,026	1,918.81	23.99
STEP 11	50,944	1,954.02	24.43
STEP 12	51,884	1,990.08	24.88
STEP 13	52,839	2,026.71	25.33
STEP 14	53,817	2,064.22	25.80
STEP 15	54,813	2,102.42	26.28
STEP 16	55,829	2,141.39	26.77
STEP 17	56,865	2,181.13	27.26
STEP 18	57,923	2,221.71	27.77
STEP 19	58,999	2,262.98	28.29
STEP 20	60,095	2,305.02	28.81
STEP 21	61,298	2,351.16	29.39
STEP 22	62,525	2,398.22	29.98

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<u>SCALE 12</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	43,660	1,674.64	20.93
STEP 3	45,246	1,735.47	21.69
STEP 4	46,896	1,798.76	22.48
STEP 5	48,608	1,864.42	23.31
STEP 6	49,498	1,898.56	23.73
STEP 7	50,406	1,933.39	24.17
STEP 8	51,335	1,969.02	24.61
STEP 9	52,277	2,005.15	25.06
STEP 10	53,243	2,042.20	25.53
STEP 11	54,229	2,080.02	26.00
STEP 12	55,233	2,118.53	26.48
STEP 13	56,254	2,157.69	26.97
STEP 14	57,302	2,197.89	27.47
STEP 15	58,366	2,238.70	27.98
STEP 16	59,451	2,280.32	28.50
STEP 17	60,559	2,322.82	29.04
STEP 18	61,709	2,366.93	29.59
STEP 19	62,884	2,411.99	30.15
STEP 20	64,079	2,457.83	30.72
STEP 21	65,361	2,507.00	31.34
STEP 22	66,668	2,557.13	31.96

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<u>SCALE 13</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	46,435	1,781.07	22.26
STEP 3	48,129	1,846.05	23.08
STEP 4	49,889	1,913.56	23.92
STEP 5	51,724	1,983.94	24.80
STEP 6	52,679	2,020.57	25.26
STEP 7	53,651	2,057.85	25.72
STEP 8	54,646	2,096.02	26.20
STEP 9	55,656	2,134.76	26.68
STEP 10	56,688	2,174.34	27.18
STEP 11	57,741	2,214.73	27.68
STEP 12	58,814	2,255.88	28.20
STEP 13	59,908	2,297.85	28.72
STEP 14	61,036	2,341.11	29.26
STEP 15	62,199	2,385.72	29.82
STEP 16	63,384	2,431.17	30.39
STEP 17	64,591	2,477.47	30.97
STEP 18	65,824	2,524.76	31.56
STEP 19	67,081	2,572.97	32.16
STEP 20	68,361	2,622.07	32.78
STEP 21	69,729	2,674.54	33.43
STEP 22	71,124	2,728.05	34.10

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<u>SCALE 14</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	49,403	1,894.91	23.69
STEP 3	51,215	1,964.42	24.56
STEP 4	53,099	2,036.68	25.46
STEP 5	55,062	2,111.97	26.40
STEP 6	56,084	2,151.17	26.89
STEP 7	57,125	2,191.10	27.39
STEP 8	58,187	2,231.84	27.90
STEP 9	59,273	2,273.49	28.42
STEP 10	60,373	2,315.68	28.95
STEP 11	61,518	2,359.60	29.50
STEP 12	62,691	2,404.59	30.06
STEP 13	63,890	2,450.58	30.63
STEP 14	65,108	2,497.30	31.22
STEP 15	66,353	2,545.05	31.81
STEP 16	67,621	2,593.69	32.42
STEP 17	68,915	2,643.32	33.04
STEP 18	70,235	2,693.95	33.67
STEP 19	71,582	2,745.62	34.32
STEP 20	72,954	2,798.24	34.98
STEP 21	74,414	2,854.24	35.68
STEP 22	75,903	2,911.35	36.39

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<u>SCALE 15</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	52,575	2,016.58	25.21
STEP 3	54,515	2,090.99	26.14
STEP 4	56,536	2,168.51	27.11
STEP 5	58,635	2,249.02	28.11
STEP 6	59,729	2,290.98	28.64
STEP 7	60,847	2,333.86	29.17
STEP 8	62,008	2,378.39	29.73
STEP 9	63,187	2,423.62	30.30
STEP 10	64,392	2,469.84	30.87
STEP 11	65,621	2,516.97	31.46
STEP 12	66,875	2,565.07	32.06
STEP 13	68,154	2,614.13	32.68
STEP 14	69,459	2,664.19	33.30
STEP 15	70,791	2,715.28	33.94
STEP 16	72,148	2,767.33	34.59
STEP 17	73,532	2,820.41	35.26
STEP 18	74,941	2,874.45	35.93
STEP 19	76,379	2,929.61	36.62
STEP 20	77,846	2,985.88	37.32
STEP 21	79,404	3,045.64	38.07
STEP 22	80,992	3,106.55	38.83

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<u>SCALE 16</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	55,975	2,146.99	26.84
STEP 3	58,049	2,226.54	27.83
STEP 4	60,210	2,309.43	28.87
STEP 5	62,494	2,397.04	29.96
STEP 6	63,688	2,442.83	30.54
STEP 7	64,903	2,489.44	31.12
STEP 8	66,143	2,537.00	31.71
STEP 9	67,404	2,585.36	32.32
STEP 10	68,697	2,634.96	32.94
STEP 11	70,010	2,685.32	33.57
STEP 12	71,355	2,736.91	34.21
STEP 13	72,723	2,789.38	34.87
STEP 14	74,117	2,842.85	35.54
STEP 15	75,541	2,897.47	36.22
STEP 16	76,998	2,953.35	36.92
STEP 17	78,478	3,010.12	37.63
STEP 18	79,987	3,068.00	38.35
STEP 19	81,524	3,126.95	39.09
STEP 20	83,092	3,187.10	39.84
STEP 21	84,754	3,250.84	40.64
STEP 22	86,450	3,315.90	41.45

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<u>SCALE 17</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	59,608	2,286.34	28.58
STEP 3	61,853	2,372.45	29.66
STEP 4	64,211	2,462.89	30.79
STEP 5	66,667	2,557.10	31.96
STEP 6	67,940	2,605.92	32.57
STEP 7	69,236	2,655.63	33.20
STEP 8	70,565	2,706.61	33.83
STEP 9	71,919	2,758.54	34.48
STEP 10	73,300	2,811.51	35.14
STEP 11	74,705	2,865.40	35.82
STEP 12	76,142	2,920.52	36.51
STEP 13	77,604	2,976.60	37.21
STEP 14	79,100	3,033.98	37.92
STEP 15	80,621	3,092.32	38.65
STEP 16	82,178	3,152.04	39.40
STEP 17	83,760	3,212.72	40.16
STEP 18	85,379	3,274.82	40.94
STEP 19	87,028	3,338.07	41.73
STEP 20	88,705	3,402.39	42.53
STEP 21	90,480	3,470.47	43.38
STEP 22	92,290	3,539.90	44.25

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<u>SCALE 18</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	63,556	2,437.77	30.47
STEP 3	65,983	2,530.86	31.64
STEP 4	68,505	2,627.59	32.84
STEP 5	71,127	2,728.16	34.10
STEP 6	72,493	2,780.56	34.76
STEP 7	73,880	2,833.76	35.42
STEP 8	75,303	2,888.34	36.10
STEP 9	76,752	2,943.92	36.80
STEP 10	78,228	3,000.53	37.51
STEP 11	79,734	3,058.30	38.23
STEP 12	81,269	3,117.17	38.96
STEP 13	82,837	3,177.31	39.72
STEP 14	84,432	3,238.49	40.48
STEP 15	86,064	3,301.09	41.26
STEP 16	87,726	3,364.84	42.06
STEP 17	89,421	3,429.85	42.87
STEP 18	91,149	3,496.13	43.70
STEP 19	92,910	3,563.68	44.55
STEP 20	94,696	3,632.18	45.40
STEP 21	96,591	3,704.87	46.31
STEP 22	98,523	3,778.97	47.24

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<u>SCALE 19</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	67,802	2,600.63	32.51
STEP 3	70,394	2,700.05	33.75
STEP 4	73,093	2,803.57	35.04
STEP 5	75,901	2,911.28	36.39
STEP 6	77,359	2,967.20	37.09
STEP 7	78,851	3,024.43	37.81
STEP 8	80,371	3,082.73	38.53
STEP 9	81,920	3,142.14	39.28
STEP 10	83,498	3,202.67	40.03
STEP 11	85,112	3,264.57	40.81
STEP 12	86,754	3,327.56	41.59
STEP 13	88,429	3,391.80	42.40
STEP 14	90,139	3,457.39	43.22
STEP 15	91,883	3,524.28	44.05
STEP 16	93,664	3,592.60	44.91
STEP 17	95,450	3,661.10	45.76
STEP 18	97,261	3,730.56	46.63
STEP 19	99,110	3,801.48	47.52
STEP 20	100,990	3,873.59	48.42
STEP 21	103,011	3,951.11	49.39
STEP 22	105,072	4,030.16	50.38

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<u>SCALE 20</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	72,340	2,774.69	34.68
STEP 3	75,117	2,881.21	36.02
STEP 4	78,007	2,992.05	37.40
STEP 5	81,011	3,107.28	38.84
STEP 6	82,573	3,167.19	39.59
STEP 7	84,164	3,228.21	40.35
STEP 8	85,790	3,290.58	41.13
STEP 9	87,446	3,354.10	41.93
STEP 10	89,137	3,418.96	42.74
STEP 11	90,859	3,485.01	43.56
STEP 12	92,619	3,552.51	44.41
STEP 13	94,409	3,621.17	45.26
STEP 14	96,202	3,689.94	46.12
STEP 15	98,035	3,760.25	47.00
STEP 16	99,898	3,831.71	47.90
STEP 17	101,802	3,904.74	48.81
STEP 18	103,744	3,979.23	49.74
STEP 19	105,718	4,054.94	50.69
STEP 20	107,738	4,132.42	51.66
STEP 21	109,893	4,215.08	52.69
STEP 22	112,091	4,299.39	53.74

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Effective January 1, 2023**

<u>SCALE 21</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	77,204	2,961.25	37.02
STEP 3	80,171	3,075.06	38.44
STEP 4	83,263	3,193.65	39.92
STEP 5	86,475	3,316.85	41.46
STEP 6	88,147	3,380.99	42.26
STEP 7	89,853	3,446.42	43.08
STEP 8	91,592	3,513.12	43.91
STEP 9	93,365	3,581.13	44.76
STEP 10	95,153	3,649.71	45.62
STEP 11	96,961	3,719.06	46.49
STEP 12	98,806	3,789.82	47.37
STEP 13	100,689	3,862.05	48.28
STEP 14	102,608	3,935.65	49.20
STEP 15	104,564	4,010.68	50.13
STEP 16	106,562	4,087.31	51.09
STEP 17	108,598	4,165.41	52.07
STEP 18	110,675	4,245.07	53.06
STEP 19	112,792	4,326.27	54.08
STEP 20	114,947	4,408.93	55.11
STEP 21	117,246	4,497.11	56.21
STEP 22	119,591	4,587.06	57.34

**NOTE: Biweekly rates for all SPS employees (those using time entry via Workday) may differ slightly from those shown above.**

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<u>SCALE 22</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	82,399	3,160.51	39.51
STEP 3	85,582	3,282.60	41.03
STEP 4	88,887	3,409.37	42.62
STEP 5	92,328	3,541.35	44.27
STEP 6	94,113	3,609.82	45.12
STEP 7	95,902	3,678.44	45.98
STEP 8	97,725	3,748.36	46.85
STEP 9	99,587	3,819.78	47.75
STEP 10	101,484	3,892.54	48.66
STEP 11	103,421	3,966.84	49.59
STEP 12	105,391	4,042.40	50.53
STEP 13	107,408	4,119.76	51.50
STEP 14	109,461	4,198.51	52.48
STEP 15	111,557	4,278.90	53.49
STEP 16	113,693	4,360.83	54.51
STEP 17	115,873	4,444.45	55.56
STEP 18	118,100	4,529.87	56.62
STEP 19	120,366	4,616.78	57.71
STEP 20	122,680	4,705.54	58.82
STEP 21	125,134	4,799.67	60.00
STEP 22	127,637	4,895.67	61.20

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<u>SCALE 23</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	87,967	3,374.08	42.18
STEP 3	91,367	3,504.49	43.81
STEP 4	94,891	3,639.66	45.50
STEP 5	98,499	3,778.05	47.23
STEP 6	100,374	3,849.97	48.12
STEP 7	102,284	3,923.23	49.04
STEP 8	104,236	3,998.10	49.98
STEP 9	106,227	4,074.47	50.93
STEP 10	108,258	4,152.37	51.90
STEP 11	110,330	4,231.84	52.90
STEP 12	112,439	4,312.73	53.91
STEP 13	114,600	4,395.62	54.95
STEP 14	116,795	4,479.81	56.00
STEP 15	119,033	4,565.65	57.07
STEP 16	121,323	4,653.49	58.17
STEP 17	123,655	4,742.94	59.29
STEP 18	126,036	4,834.26	60.43
STEP 19	128,465	4,927.43	61.59
STEP 20	130,941	5,022.40	62.78
STEP 21	133,561	5,122.89	64.04
STEP 22	136,233	5,225.38	65.32

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<u>SCALE 24</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	93,919	3,602.38	45.03
STEP 3	97,492	3,739.42	46.74
STEP 4	101,201	3,881.69	48.52
STEP 5	105,063	4,029.82	50.37
STEP 6	107,068	4,106.72	51.33
STEP 7	109,119	4,185.39	52.32
STEP 8	111,203	4,265.33	53.32
STEP 9	113,334	4,347.06	54.34
STEP 10	115,507	4,430.41	55.38
STEP 11	117,721	4,515.33	56.44
STEP 12	119,985	4,602.17	57.53
STEP 13	122,290	4,690.58	58.63
STEP 14	124,641	4,780.76	59.76
STEP 15	127,038	4,872.70	60.91
STEP 16	129,487	4,966.63	62.08
STEP 17	131,986	5,062.48	63.28
STEP 18	134,530	5,160.06	64.50
STEP 19	137,126	5,259.63	65.75
STEP 20	139,769	5,361.01	67.01
STEP 21	142,566	5,468.29	68.35
STEP 22	145,417	5,577.64	69.72

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<u>SCALE 25</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	100,166	3,841.99	48.02
STEP 3	103,985	3,988.47	49.86
STEP 4	107,956	4,140.78	51.76
STEP 5	112,087	4,299.23	53.74
STEP 6	114,232	4,381.51	54.77
STEP 7	116,427	4,465.70	55.82
STEP 8	118,659	4,551.31	56.89
STEP 9	120,938	4,638.72	57.98
STEP 10	123,261	4,727.82	59.10
STEP 11	125,631	4,818.73	60.23
STEP 12	128,053	4,911.63	61.40
STEP 13	130,520	5,006.25	62.58
STEP 14	133,033	5,102.64	63.78
STEP 15	135,602	5,201.18	65.01
STEP 16	138,218	5,301.52	66.27
STEP 17	140,887	5,403.89	67.55
STEP 18	143,612	5,508.41	68.86
STEP 19	146,388	5,614.89	70.19
STEP 20	149,218	5,723.44	71.54
STEP 21	152,204	5,837.97	72.97
STEP 22	155,248	5,954.72	74.43

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<u>SCALE 26</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	106,849	4,098.32	51.23
STEP 3	110,934	4,255.01	53.19
STEP 4	115,186	4,418.10	55.23
STEP 5	119,604	4,587.56	57.34
STEP 6	121,901	4,675.66	58.45
STEP 7	124,244	4,765.53	59.57
STEP 8	126,635	4,857.24	60.72
STEP 9	129,076	4,950.87	61.89
STEP 10	131,561	5,046.18	63.08
STEP 11	134,098	5,143.49	64.29
STEP 12	136,685	5,242.72	65.53
STEP 13	139,327	5,344.05	66.80
STEP 14	142,019	5,447.31	68.09
STEP 15	144,761	5,552.48	69.41
STEP 16	147,566	5,660.07	70.75
STEP 17	150,427	5,769.81	72.12
STEP 18	153,341	5,881.58	73.52
STEP 19	156,314	5,995.61	74.95
STEP 20	159,343	6,111.79	76.40
STEP 21	162,529	6,233.99	77.92
STEP 22	165,780	6,358.69	79.48

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