

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2022
Effective July 1, 2021**

<u>SCALE 05</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	0	0.00	0.00
STEP 1	0	0.00	0.00
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	31,286	1,200.02	15.00
STEP 10	31,588	1,211.60	15.15
STEP 11	32,147	1,233.04	15.41
STEP 12	32,714	1,254.79	15.68
STEP 13	33,295	1,277.07	15.96
STEP 14	33,888	1,299.82	16.25
STEP 15	34,491	1,322.95	16.54
STEP 16	35,107	1,346.57	16.83
STEP 17	35,736	1,370.70	17.13
STEP 18	36,375	1,395.21	17.44
STEP 19	37,026	1,420.18	17.75
STEP 20	37,692	1,445.73	18.07

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<u>SCALE 06</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	0	0.00	0.00
STEP 1	0	0.00	0.00
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	31,286	1,200.02	15.00
STEP 7	31,817	1,220.38	15.25
STEP 8	32,382	1,242.05	15.53
STEP 9	32,954	1,263.99	15.80
STEP 10	33,540	1,286.47	16.08
STEP 11	34,138	1,309.41	16.37
STEP 12	34,749	1,332.84	16.66
STEP 13	35,366	1,356.51	16.96
STEP 14	36,000	1,380.83	17.26
STEP 15	36,649	1,405.72	17.57
STEP 16	37,308	1,431.00	17.89
STEP 17	37,980	1,456.77	18.21
STEP 18	38,662	1,482.93	18.54
STEP 19	39,359	1,509.67	18.87
STEP 20	40,070	1,536.94	19.21

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<u>SCALE 07</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	0	0.00	0.00
STEP 1	0	0.00	0.00
STEP 2	0	0.00	0.00
STEP 3	31,286	1,200.02	15.00
STEP 4	31,508	1,208.53	15.11
STEP 5	32,621	1,251.22	15.64
STEP 6	33,198	1,273.35	15.92
STEP 7	33,788	1,295.98	16.20
STEP 8	34,390	1,319.07	16.49
STEP 9	35,006	1,342.70	16.78
STEP 10	35,632	1,366.71	17.08
STEP 11	36,272	1,391.26	17.39
STEP 12	36,921	1,416.15	17.70
STEP 13	37,585	1,441.62	18.02
STEP 14	38,267	1,467.78	18.35
STEP 15	38,957	1,494.25	18.68
STEP 16	39,662	1,521.29	19.02
STEP 17	40,383	1,548.94	19.36
STEP 18	41,116	1,577.06	19.71
STEP 19	41,863	1,605.71	20.07
STEP 20	42,622	1,634.82	20.44

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<u>SCALE 08</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	0	0.00	0.00
STEP 1	0	0.00	0.00
STEP 2	31,286	1,200.02	15.00
STEP 3	32,308	1,239.22	15.49
STEP 4	33,454	1,283.17	16.04
STEP 5	34,646	1,328.89	16.61
STEP 6	35,262	1,352.52	16.91
STEP 7	35,893	1,376.72	17.21
STEP 8	36,539	1,401.50	17.52
STEP 9	37,197	1,426.74	17.83
STEP 10	37,867	1,452.44	18.16
STEP 11	38,549	1,478.60	18.48
STEP 12	39,247	1,505.37	18.82
STEP 13	39,957	1,532.60	19.16
STEP 14	40,683	1,560.45	19.51
STEP 15	41,425	1,588.91	19.86
STEP 16	42,179	1,617.83	20.22
STEP 17	42,950	1,647.40	20.59
STEP 18	43,733	1,677.44	20.97
STEP 19	44,530	1,708.01	21.35
STEP 20	45,345	1,739.27	21.74

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<u>SCALE 09</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	31,286	1,200.02	15.00
STEP 1	32,002	1,227.48	15.34
STEP 2	33,135	1,270.94	15.89
STEP 3	34,312	1,316.08	16.45
STEP 4	35,537	1,363.07	17.04
STEP 5	36,813	1,412.01	17.65
STEP 6	37,475	1,437.40	17.97
STEP 7	38,152	1,463.37	18.29
STEP 8	38,839	1,489.72	18.62
STEP 9	39,544	1,516.76	18.96
STEP 10	40,259	1,544.19	19.30
STEP 11	40,993	1,572.34	19.65
STEP 12	41,738	1,600.91	20.01
STEP 13	42,498	1,630.07	20.38
STEP 14	43,275	1,659.87	20.75
STEP 15	44,068	1,690.28	21.13
STEP 16	44,873	1,721.16	21.51
STEP 17	45,696	1,752.73	21.91
STEP 18	46,537	1,784.99	22.31
STEP 19	47,394	1,817.86	22.72
STEP 20	48,264	1,851.23	23.14

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<u>SCALE 10</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	32,820	1,258.85	15.74
STEP 1	33,984	1,303.50	16.29
STEP 2	35,196	1,349.99	16.87
STEP 3	36,456	1,398.32	17.48
STEP 4	37,769	1,448.68	18.11
STEP 5	39,132	1,500.96	18.76
STEP 6	39,841	1,528.15	19.10
STEP 7	40,564	1,555.88	19.45
STEP 8	41,299	1,584.08	19.80
STEP 9	42,053	1,613.00	20.16
STEP 10	42,822	1,642.49	20.53
STEP 11	43,604	1,672.49	20.91
STEP 12	44,403	1,703.13	21.29
STEP 13	45,218	1,734.39	21.68
STEP 14	46,046	1,766.15	22.08
STEP 15	46,895	1,798.72	22.48
STEP 16	47,758	1,831.82	22.90
STEP 17	48,638	1,865.57	23.32
STEP 18	49,536	1,900.02	23.75
STEP 19	50,452	1,935.15	24.19
STEP 20	51,385	1,970.94	24.64

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<u>SCALE 11</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	34,858	1,337.02	16.71
STEP 1	36,105	1,384.85	17.31
STEP 2	37,402	1,434.60	17.93
STEP 3	38,751	1,486.34	18.58
STEP 4	40,152	1,540.08	19.25
STEP 5	41,612	1,596.08	19.95
STEP 6	42,370	1,625.16	20.31
STEP 7	43,144	1,654.84	20.69
STEP 8	43,934	1,685.14	21.06
STEP 9	44,740	1,716.06	21.45
STEP 10	45,559	1,747.47	21.84
STEP 11	46,397	1,779.62	22.25
STEP 12	47,251	1,812.37	22.65
STEP 13	48,122	1,845.78	23.07
STEP 14	49,013	1,879.96	23.50
STEP 15	49,919	1,914.71	23.93
STEP 16	50,844	1,950.19	24.38
STEP 17	51,789	1,986.43	24.83
STEP 18	52,752	2,023.37	25.29
STEP 19	53,732	2,060.96	25.76
STEP 20	54,732	2,099.31	26.24

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<u>SCALE 12</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	37,039	1,420.68	17.76
STEP 1	38,373	1,471.85	18.40
STEP 2	39,762	1,525.12	19.06
STEP 3	41,205	1,580.47	19.76
STEP 4	42,709	1,638.16	20.48
STEP 5	44,268	1,697.96	21.22
STEP 6	45,079	1,729.06	21.61
STEP 7	45,906	1,760.78	22.01
STEP 8	46,752	1,793.23	22.42
STEP 9	47,610	1,826.14	22.83
STEP 10	48,490	1,859.90	23.25
STEP 11	49,387	1,894.30	23.68
STEP 12	50,301	1,929.36	24.12
STEP 13	51,232	1,965.07	24.56
STEP 14	52,186	2,001.66	25.02
STEP 15	53,156	2,038.87	25.49
STEP 16	54,144	2,076.76	25.96
STEP 17	55,153	2,115.46	26.44
STEP 18	56,201	2,155.66	26.95
STEP 19	57,270	2,196.66	27.46
STEP 20	58,359	2,238.43	27.98

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<u>SCALE 13</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	39,374	1,510.24	18.88
STEP 1	40,803	1,565.05	19.56
STEP 2	42,289	1,622.05	20.28
STEP 3	43,832	1,681.23	21.02
STEP 4	45,435	1,742.72	21.78
STEP 5	47,107	1,806.85	22.59
STEP 6	47,975	1,840.14	23.00
STEP 7	48,861	1,874.13	23.43
STEP 8	49,767	1,908.88	23.86
STEP 9	50,688	1,944.20	24.30
STEP 10	51,627	1,980.22	24.75
STEP 11	52,586	2,017.00	25.21
STEP 12	53,564	2,054.51	25.68
STEP 13	54,560	2,092.72	26.16
STEP 14	55,587	2,132.11	26.65
STEP 15	56,646	2,172.73	27.16
STEP 16	57,725	2,214.11	27.68
STEP 17	58,825	2,256.31	28.20
STEP 18	59,948	2,299.38	28.74
STEP 19	61,093	2,343.30	29.29
STEP 20	62,259	2,388.02	29.85

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<u>SCALE 14</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	41,875	1,606.17	20.08
STEP 1	43,401	1,664.70	20.81
STEP 2	44,992	1,725.73	21.57
STEP 3	46,642	1,789.01	22.36
STEP 4	48,359	1,854.87	23.19
STEP 5	50,146	1,923.41	24.04
STEP 6	51,077	1,959.12	24.49
STEP 7	52,025	1,995.48	24.94
STEP 8	52,993	2,032.61	25.41
STEP 9	53,980	2,070.47	25.88
STEP 10	54,984	2,108.98	26.36
STEP 11	56,026	2,148.95	26.86
STEP 12	57,095	2,189.95	27.37
STEP 13	58,186	2,231.80	27.90
STEP 14	59,296	2,274.37	28.43
STEP 15	60,429	2,317.83	28.97
STEP 16	61,585	2,362.17	29.53
STEP 17	62,764	2,407.39	30.09
STEP 18	63,965	2,453.46	30.67
STEP 19	65,191	2,500.48	31.26
STEP 20	66,441	2,548.43	31.86

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<u>SCALE 15</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	44,543	1,708.50	21.36
STEP 1	46,182	1,771.37	22.14
STEP 2	47,881	1,836.54	22.96
STEP 3	49,648	1,904.31	23.80
STEP 4	51,489	1,974.93	24.69
STEP 5	53,401	2,048.26	25.60
STEP 6	54,396	2,086.43	26.08
STEP 7	55,415	2,125.51	26.57
STEP 8	56,472	2,166.05	27.08
STEP 9	57,546	2,207.25	27.59
STEP 10	58,644	2,249.36	28.12
STEP 11	59,764	2,292.32	28.65
STEP 12	60,905	2,336.09	29.20
STEP 13	62,071	2,380.81	29.76
STEP 14	63,259	2,426.38	30.33
STEP 15	64,471	2,472.87	30.91
STEP 16	65,708	2,520.31	31.50
STEP 17	66,968	2,568.64	32.11
STEP 18	68,251	2,617.85	32.72
STEP 19	69,561	2,668.10	33.35
STEP 20	70,896	2,719.30	33.99

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<u>SCALE 16</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	47,407	1,818.36	22.73
STEP 1	49,155	1,885.40	23.57
STEP 2	50,978	1,955.33	24.44
STEP 3	52,868	2,027.82	25.35
STEP 4	54,836	2,103.30	26.29
STEP 5	56,915	2,183.05	27.29
STEP 6	58,003	2,224.78	27.81
STEP 7	59,109	2,267.20	28.34
STEP 8	60,239	2,310.54	28.88
STEP 9	61,387	2,354.57	29.43
STEP 10	62,564	2,399.72	30.00
STEP 11	63,761	2,445.63	30.57
STEP 12	64,986	2,492.62	31.16
STEP 13	66,232	2,540.41	31.76
STEP 14	67,502	2,589.12	32.36
STEP 15	68,798	2,638.83	32.99
STEP 16	70,124	2,689.69	33.62
STEP 17	71,473	2,741.44	34.27
STEP 18	72,847	2,794.14	34.93
STEP 19	74,247	2,847.84	35.60
STEP 20	75,675	2,902.61	36.28

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<u>SCALE 17</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	50,466	1,935.69	24.20
STEP 1	52,337	2,007.45	25.09
STEP 2	54,286	2,082.21	26.03
STEP 3	56,332	2,160.68	27.01
STEP 4	58,478	2,243.00	28.04
STEP 5	60,715	2,328.80	29.11
STEP 6	61,876	2,373.33	29.67
STEP 7	63,056	2,418.59	30.23
STEP 8	64,266	2,465.00	30.81
STEP 9	65,499	2,512.30	31.40
STEP 10	66,756	2,560.51	32.01
STEP 11	68,036	2,609.61	32.62
STEP 12	69,345	2,659.81	33.25
STEP 13	70,678	2,710.94	33.89
STEP 14	72,039	2,763.14	34.54
STEP 15	73,424	2,816.27	35.20
STEP 16	74,843	2,870.70	35.88
STEP 17	76,284	2,925.97	36.57
STEP 18	77,758	2,982.50	37.28
STEP 19	79,260	3,040.11	38.00
STEP 20	80,788	3,098.72	38.73

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<u>SCALE 18</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	53,741	2,061.30	25.77
STEP 1	55,759	2,138.71	26.73
STEP 2	57,882	2,220.14	27.75
STEP 3	60,092	2,304.90	28.81
STEP 4	62,390	2,393.05	29.91
STEP 5	64,778	2,484.64	31.06
STEP 6	66,022	2,532.36	31.65
STEP 7	67,285	2,580.80	32.26
STEP 8	68,581	2,630.51	32.88
STEP 9	69,900	2,681.10	33.51
STEP 10	71,245	2,732.69	34.16
STEP 11	72,616	2,785.28	34.82
STEP 12	74,015	2,838.94	35.49
STEP 13	75,443	2,893.71	36.17
STEP 14	76,896	2,949.44	36.87
STEP 15	78,381	3,006.40	37.58
STEP 16	79,895	3,064.47	38.31
STEP 17	81,439	3,123.69	39.05
STEP 18	83,013	3,184.07	39.80
STEP 19	84,618	3,245.63	40.57
STEP 20	86,244	3,307.99	41.35

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<u>SCALE 19</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	57,289	2,197.39	27.47
STEP 1	59,476	2,281.28	28.52
STEP 2	61,750	2,368.50	29.61
STEP 3	64,111	2,459.06	30.74
STEP 4	66,568	2,553.30	31.92
STEP 5	69,126	2,651.41	33.14
STEP 6	70,453	2,702.31	33.78
STEP 7	71,812	2,754.44	34.43
STEP 8	73,197	2,807.56	35.09
STEP 9	74,607	2,861.64	35.77
STEP 10	76,045	2,916.80	36.46
STEP 11	77,514	2,973.14	37.16
STEP 12	79,011	3,030.56	37.88
STEP 13	80,537	3,089.10	38.61
STEP 14	82,093	3,148.78	39.36
STEP 15	83,681	3,209.69	40.12
STEP 16	85,303	3,271.90	40.90
STEP 17	86,930	3,334.31	41.68
STEP 18	88,579	3,397.56	42.47
STEP 19	90,264	3,462.19	43.28
STEP 20	91,977	3,527.89	44.10

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<u>SCALE 20</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	61,113	2,344.07	29.30
STEP 1	63,453	2,433.82	30.42
STEP 2	65,882	2,526.99	31.59
STEP 3	68,413	2,624.07	32.80
STEP 4	71,043	2,724.94	34.06
STEP 5	73,779	2,829.88	35.37
STEP 6	75,202	2,884.47	36.06
STEP 7	76,651	2,940.04	36.75
STEP 8	78,131	2,996.81	37.46
STEP 9	79,640	3,054.69	38.18
STEP 10	81,181	3,113.80	38.92
STEP 11	82,749	3,173.94	39.67
STEP 12	84,352	3,235.42	40.44
STEP 13	85,982	3,297.94	41.22
STEP 14	87,615	3,360.58	42.01
STEP 15	89,284	3,424.60	42.81
STEP 16	90,982	3,489.73	43.62
STEP 17	92,715	3,556.20	44.45
STEP 18	94,483	3,624.01	45.30
STEP 19	96,282	3,693.01	46.16
STEP 20	98,121	3,763.55	47.04

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<u>SCALE 21</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	65,204	2,500.98	31.26
STEP 1	67,708	2,597.02	32.46
STEP 2	70,312	2,696.90	33.71
STEP 3	73,015	2,800.58	35.01
STEP 4	75,831	2,908.59	36.36
STEP 5	78,756	3,020.78	37.76
STEP 6	80,280	3,079.24	38.49
STEP 7	81,832	3,138.77	39.23
STEP 8	83,417	3,199.56	39.99
STEP 9	85,032	3,261.51	40.77
STEP 10	86,659	3,323.91	41.55
STEP 11	88,307	3,387.12	42.34
STEP 12	89,987	3,451.56	43.14
STEP 13	91,701	3,517.30	43.97
STEP 14	93,450	3,584.39	44.80
STEP 15	95,232	3,652.74	45.66
STEP 16	97,050	3,722.47	46.53
STEP 17	98,906	3,793.66	47.42
STEP 18	100,796	3,866.15	48.33
STEP 19	102,724	3,940.10	49.25
STEP 20	104,687	4,015.40	50.19

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>
BASE	69,583	2,668.94	33.36
STEP 1	72,260	2,771.62	34.65
STEP 2	75,044	2,878.41	35.98
STEP 3	77,942	2,989.56	37.37
STEP 4	80,953	3,105.05	38.81
STEP 5	84,086	3,225.22	40.32
STEP 6	85,712	3,287.59	41.09
STEP 7	87,342	3,350.11	41.88
STEP 8	89,003	3,413.82	42.67
STEP 9	90,697	3,478.79	43.48
STEP 10	92,425	3,545.07	44.31
STEP 11	94,189	3,612.73	45.16
STEP 12	95,984	3,681.58	46.02
STEP 13	97,821	3,752.04	46.90
STEP 14	99,691	3,823.77	47.80
STEP 15	101,599	3,896.95	48.71
STEP 16	103,546	3,971.63	49.65
STEP 17	105,532	4,047.81	50.60
STEP 18	107,558	4,125.52	51.57
STEP 19	109,623	4,204.72	52.56
STEP 20	111,730	4,285.54	53.57

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<u>SCALE 23</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	74,269	2,848.68	35.61
STEP 1	77,135	2,958.61	36.98
STEP 2	80,114	3,072.87	38.41
STEP 3	83,212	3,191.70	39.90
STEP 4	86,421	3,314.78	41.43
STEP 5	89,706	3,440.78	43.01
STEP 6	91,414	3,506.30	43.83
STEP 7	93,155	3,573.07	44.66
STEP 8	94,932	3,641.23	45.52
STEP 9	96,745	3,710.77	46.38
STEP 10	98,596	3,781.77	47.27
STEP 11	100,482	3,854.11	48.18
STEP 12	102,404	3,927.83	49.10
STEP 13	104,371	4,003.28	50.04
STEP 14	106,370	4,079.95	51.00
STEP 15	108,410	4,158.20	51.98
STEP 16	110,494	4,238.13	52.98
STEP 17	112,618	4,319.60	54.00
STEP 18	114,786	4,402.76	55.03
STEP 19	116,999	4,487.64	56.10
STEP 20	119,254	4,574.13	57.18

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<u>SCALE 24</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	79,280	3,040.88	38.01
STEP 1	82,347	3,158.52	39.48
STEP 2	85,537	3,280.88	41.01
STEP 3	88,789	3,405.61	42.57
STEP 4	92,169	3,535.25	44.19
STEP 5	95,685	3,670.11	45.88
STEP 6	97,511	3,740.15	46.75
STEP 7	99,379	3,811.80	47.65
STEP 8	101,278	3,884.64	48.56
STEP 9	103,218	3,959.05	49.49
STEP 10	105,197	4,034.96	50.44
STEP 11	107,213	4,112.28	51.40
STEP 12	109,275	4,191.37	52.39
STEP 13	111,375	4,271.92	53.40
STEP 14	113,516	4,354.04	54.43
STEP 15	115,699	4,437.77	55.47
STEP 16	117,929	4,523.31	56.54
STEP 17	120,205	4,610.61	57.63
STEP 18	122,522	4,699.48	58.74
STEP 19	124,887	4,790.19	59.88
STEP 20	127,295	4,882.55	61.03

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<u>SCALE 25</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	84,646	3,246.70	40.58
STEP 1	87,883	3,370.86	42.14
STEP 2	91,225	3,499.05	43.74
STEP 3	94,703	3,632.45	45.41
STEP 4	98,320	3,771.18	47.14
STEP 5	102,082	3,915.48	48.94
STEP 6	104,036	3,990.43	49.88
STEP 7	106,036	4,067.14	50.84
STEP 8	108,067	4,145.04	51.81
STEP 9	110,144	4,224.71	52.81
STEP 10	112,260	4,305.87	53.82
STEP 11	114,419	4,388.68	54.86
STEP 12	116,623	4,473.22	55.92
STEP 13	118,870	4,559.40	56.99
STEP 14	121,160	4,647.24	58.09
STEP 15	123,499	4,736.95	59.21
STEP 16	125,882	4,828.36	60.35
STEP 17	128,313	4,921.60	61.52
STEP 18	130,793	5,016.72	62.71
STEP 19	133,322	5,113.73	63.92
STEP 20	135,900	5,212.61	65.16

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<u>SCALE 26</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	90,291	3,463.22	43.29
STEP 1	93,734	3,595.28	44.94
STEP 2	97,311	3,732.48	46.66
STEP 3	101,033	3,875.24	48.44
STEP 4	104,904	4,023.72	50.30
STEP 5	108,928	4,178.07	52.23
STEP 6	111,020	4,258.31	53.23
STEP 7	113,155	4,340.20	54.25
STEP 8	115,332	4,423.70	55.30
STEP 9	117,554	4,508.93	56.36
STEP 10	119,819	4,595.80	57.45
STEP 11	122,129	4,684.41	58.56
STEP 12	124,485	4,774.77	59.68
STEP 13	126,892	4,867.10	60.84
STEP 14	129,343	4,961.11	62.01
STEP 15	131,842	5,056.96	63.21
STEP 16	134,396	5,154.92	64.44
STEP 17	137,001	5,254.84	65.69
STEP 18	139,655	5,356.64	66.96
STEP 19	142,363	5,460.50	68.26
STEP 20	145,122	5,566.33	69.58

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