

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 05</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
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	32,873	1,260.89	15.76
STEP 10	33,191	1,273.08	15.91
STEP 11	33,778	1,295.60	16.20
STEP 12	34,374	1,318.46	16.48
STEP 13	34,985	1,341.90	16.77
STEP 14	35,609	1,365.83	17.07
STEP 15	36,242	1,390.11	17.38
STEP 16	36,889	1,414.93	17.69
STEP 17	37,549	1,440.24	18.00
STEP 18	38,221	1,466.02	18.33
STEP 19	38,905	1,492.25	18.65
STEP 20	39,604	1,519.06	18.99
STEP 21	40,396	1,549.44	19.37
STEP 22	41,204	1,580.43	19.76

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 06</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
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	32,873	1,260.89	15.76
STEP 7	33,432	1,282.33	16.03
STEP 8	34,027	1,305.15	16.31
STEP 9	34,626	1,328.13	16.60
STEP 10	35,242	1,351.75	16.90
STEP 11	35,870	1,375.84	17.20
STEP 12	36,512	1,400.47	17.51
STEP 13	37,161	1,425.36	17.82
STEP 14	37,826	1,450.87	18.14
STEP 15	38,509	1,477.06	18.46
STEP 16	39,200	1,503.57	18.79
STEP 17	39,908	1,530.72	19.13
STEP 18	40,624	1,558.19	19.48
STEP 19	41,356	1,586.26	19.83
STEP 20	42,103	1,614.91	20.19
STEP 21	42,945	1,647.21	20.59
STEP 22	43,804	1,680.16	21.00

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 07</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	0	0.00	0.00
STEP 2	0	0.00	0.00
STEP 3	32,873	1,260.89	15.76
STEP 4	33,107	1,269.86	15.87
STEP 5	34,277	1,314.74	16.43
STEP 6	34,884	1,338.02	16.73
STEP 7	35,504	1,361.80	17.02
STEP 8	36,136	1,386.04	17.33
STEP 9	36,783	1,410.86	17.64
STEP 10	37,440	1,436.06	17.95
STEP 11	38,113	1,461.87	18.27
STEP 12	38,794	1,487.99	18.60
STEP 13	39,493	1,514.81	18.94
STEP 14	40,209	1,542.27	19.28
STEP 15	40,934	1,570.08	19.63
STEP 16	41,674	1,598.46	19.98
STEP 17	42,431	1,627.50	20.34
STEP 18	43,203	1,657.11	20.71
STEP 19	43,988	1,687.22	21.09
STEP 20	44,785	1,717.79	21.47
STEP 21	45,681	1,752.15	21.90
STEP 22	46,595	1,787.21	22.34

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 08</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	0	0.00	0.00
STEP 2	32,873	1,260.89	15.76
STEP 3	33,947	1,302.08	16.28
STEP 4	35,151	1,348.26	16.85
STEP 5	36,404	1,396.32	17.45
STEP 6	37,052	1,421.18	17.76
STEP 7	37,714	1,446.57	18.08
STEP 8	38,394	1,472.65	18.41
STEP 9	39,084	1,499.12	18.74
STEP 10	39,788	1,526.12	19.08
STEP 11	40,505	1,553.62	19.42
STEP 12	41,239	1,581.77	19.77
STEP 13	41,984	1,610.35	20.13
STEP 14	42,747	1,639.62	20.50
STEP 15	43,527	1,669.53	20.87
STEP 16	44,319	1,699.91	21.25
STEP 17	45,129	1,730.98	21.64
STEP 18	45,952	1,762.55	22.03
STEP 19	46,788	1,794.61	22.43
STEP 20	47,644	1,827.45	22.84
STEP 21	48,598	1,864.04	23.30
STEP 22	49,570	1,901.32	23.77

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 09</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	33,626	1,289.77	16.12
STEP 2	34,817	1,335.45	16.69
STEP 3	36,054	1,382.90	17.29
STEP 4	37,340	1,432.22	17.90
STEP 5	38,681	1,483.66	18.55
STEP 6	39,377	1,510.36	18.88
STEP 7	40,088	1,537.63	19.22
STEP 8	40,810	1,565.32	19.57
STEP 9	41,551	1,593.74	19.92
STEP 10	42,302	1,622.55	20.28
STEP 11	43,073	1,652.12	20.65
STEP 12	43,856	1,682.15	21.03
STEP 13	44,654	1,712.76	21.41
STEP 14	45,472	1,744.14	21.80
STEP 15	46,304	1,776.05	22.20
STEP 16	47,150	1,808.50	22.61
STEP 17	48,014	1,841.64	23.02
STEP 18	48,899	1,875.58	23.44
STEP 19	49,798	1,910.07	23.88
STEP 20	50,713	1,945.16	24.31
STEP 21	51,727	1,984.05	24.80
STEP 22	52,762	2,023.75	25.30

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 10</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	35,710	1,369.70	17.12
STEP 2	36,983	1,418.53	17.73
STEP 3	38,306	1,469.28	18.37
STEP 4	39,685	1,522.17	19.03
STEP 5	41,117	1,577.10	19.71
STEP 6	41,862	1,605.67	20.07
STEP 7	42,622	1,634.82	20.44
STEP 8	43,394	1,664.43	20.81
STEP 9	44,186	1,694.81	21.19
STEP 10	44,995	1,725.84	21.57
STEP 11	45,817	1,757.37	21.97
STEP 12	46,656	1,789.55	22.37
STEP 13	47,512	1,822.38	22.78
STEP 14	48,383	1,855.79	23.20
STEP 15	49,274	1,889.97	23.62
STEP 16	50,181	1,924.76	24.06
STEP 17	51,106	1,960.24	24.50
STEP 18	52,048	1,996.37	24.95
STEP 19	53,012	2,033.34	25.42
STEP 20	53,991	2,070.89	25.89
STEP 21	55,072	2,112.36	26.40
STEP 22	56,174	2,154.62	26.93

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 11</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	37,937	1,455.12	18.19
STEP 2	39,299	1,507.36	18.84
STEP 3	40,717	1,561.75	19.52
STEP 4	42,189	1,618.21	20.23
STEP 5	43,724	1,677.09	20.96
STEP 6	44,520	1,707.62	21.35
STEP 7	45,333	1,738.81	21.74
STEP 8	46,163	1,770.64	22.13
STEP 9	47,010	1,803.13	22.54
STEP 10	47,871	1,836.15	22.95
STEP 11	48,750	1,869.87	23.37
STEP 12	49,649	1,904.35	23.80
STEP 13	50,563	1,939.41	24.24
STEP 14	51,499	1,975.31	24.69
STEP 15	52,452	2,011.86	25.15
STEP 16	53,424	2,049.14	25.61
STEP 17	54,416	2,087.19	26.09
STEP 18	55,428	2,126.01	26.58
STEP 19	56,458	2,165.52	27.07
STEP 20	57,507	2,205.75	27.57
STEP 21	58,658	2,249.90	28.12
STEP 22	59,832	2,294.93	28.69

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 12</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	40,320	1,546.53	19.33
STEP 2	41,779	1,602.49	20.03
STEP 3	43,297	1,660.71	20.76
STEP 4	44,876	1,721.28	21.52
STEP 5	46,514	1,784.10	22.30
STEP 6	47,366	1,816.78	22.71
STEP 7	48,235	1,850.11	23.13
STEP 8	49,124	1,884.21	23.55
STEP 9	50,025	1,918.77	23.98
STEP 10	50,950	1,954.25	24.43
STEP 11	51,893	1,990.42	24.88
STEP 12	52,854	2,027.28	25.34
STEP 13	53,831	2,064.76	25.81
STEP 14	54,834	2,103.23	26.29
STEP 15	55,852	2,142.27	26.78
STEP 16	56,890	2,182.09	27.28
STEP 17	57,951	2,222.78	27.78
STEP 18	59,051	2,264.97	28.31
STEP 19	60,176	2,308.13	28.85
STEP 20	61,319	2,351.97	29.40
STEP 21	62,546	2,399.03	29.99
STEP 22	63,797	2,447.01	30.59

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 13</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	42,874	1,644.49	20.56
STEP 2	44,435	1,704.36	21.30
STEP 3	46,056	1,766.54	22.08
STEP 4	47,740	1,831.13	22.89
STEP 5	49,496	1,898.48	23.73
STEP 6	50,410	1,933.54	24.17
STEP 7	51,340	1,969.21	24.62
STEP 8	52,292	2,005.73	25.07
STEP 9	53,259	2,042.82	25.54
STEP 10	54,246	2,080.67	26.01
STEP 11	55,254	2,119.34	26.49
STEP 12	56,281	2,158.73	26.98
STEP 13	57,328	2,198.89	27.49
STEP 14	58,407	2,240.27	28.00
STEP 15	59,520	2,282.96	28.54
STEP 16	60,654	2,326.46	29.08
STEP 17	61,809	2,370.76	29.63
STEP 18	62,989	2,416.02	30.20
STEP 19	64,192	2,462.16	30.78
STEP 20	65,417	2,509.15	31.36
STEP 21	66,726	2,559.36	31.99
STEP 22	68,061	2,610.56	32.63

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 14</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	45,604	1,749.20	21.87
STEP 2	47,275	1,813.29	22.67
STEP 3	49,009	1,879.80	23.50
STEP 4	50,812	1,948.96	24.36
STEP 5	52,690	2,020.99	25.26
STEP 6	53,668	2,058.50	25.73
STEP 7	54,665	2,096.74	26.21
STEP 8	55,681	2,135.71	26.70
STEP 9	56,720	2,175.57	27.19
STEP 10	57,773	2,215.96	27.70
STEP 11	58,868	2,257.96	28.22
STEP 12	59,991	2,301.03	28.76
STEP 13	61,138	2,345.02	29.31
STEP 14	62,304	2,389.75	29.87
STEP 15	63,495	2,435.43	30.44
STEP 16	64,709	2,481.99	31.02
STEP 17	65,947	2,529.48	31.62
STEP 18	67,210	2,577.92	32.22
STEP 19	68,499	2,627.36	32.84
STEP 20	69,812	2,677.73	33.47
STEP 21	71,209	2,731.31	34.14
STEP 22	72,634	2,785.97	34.82

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 15</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	48,525	1,861.24	23.27
STEP 2	50,311	1,929.74	24.12
STEP 3	52,167	2,000.93	25.01
STEP 4	54,101	2,075.11	25.94
STEP 5	56,110	2,152.17	26.90
STEP 6	57,156	2,192.29	27.40
STEP 7	58,226	2,233.33	27.92
STEP 8	59,337	2,275.94	28.45
STEP 9	60,466	2,319.25	28.99
STEP 10	61,619	2,363.47	29.54
STEP 11	62,795	2,408.58	30.11
STEP 12	63,995	2,454.61	30.68
STEP 13	65,219	2,501.56	31.27
STEP 14	66,467	2,549.42	31.87
STEP 15	67,742	2,598.33	32.48
STEP 16	69,041	2,648.15	33.10
STEP 17	70,365	2,698.94	33.74
STEP 18	71,713	2,750.64	34.38
STEP 19	73,089	2,803.42	35.04
STEP 20	74,493	2,857.27	35.72
STEP 21	75,984	2,914.46	36.43
STEP 22	77,504	2,972.76	37.16

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 16</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	51,649	1,981.06	24.76
STEP 2	53,564	2,054.51	25.68
STEP 3	55,549	2,130.65	26.63
STEP 4	57,617	2,209.97	27.62
STEP 5	59,802	2,293.78	28.67
STEP 6	60,945	2,337.62	29.22
STEP 7	62,108	2,382.23	29.78
STEP 8	63,294	2,427.72	30.35
STEP 9	64,501	2,474.02	30.93
STEP 10	65,738	2,521.46	31.52
STEP 11	66,995	2,569.68	32.12
STEP 12	68,282	2,619.04	32.74
STEP 13	69,591	2,669.25	33.37
STEP 14	70,925	2,720.42	34.01
STEP 15	72,288	2,772.70	34.66
STEP 16	73,682	2,826.16	35.33
STEP 17	75,098	2,880.48	36.01
STEP 18	76,542	2,935.86	36.70
STEP 19	78,013	2,992.28	37.40
STEP 20	79,513	3,049.82	38.12
STEP 21	81,104	3,110.84	38.89
STEP 22	82,727	3,173.10	39.66

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 17</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	54,992	2,109.29	26.37
STEP 2	57,041	2,187.88	27.35
STEP 3	59,189	2,270.27	28.38
STEP 4	61,445	2,356.80	29.46
STEP 5	63,796	2,446.97	30.59
STEP 6	65,014	2,493.69	31.17
STEP 7	66,254	2,541.25	31.77
STEP 8	67,526	2,590.04	32.38
STEP 9	68,822	2,639.75	33.00
STEP 10	70,143	2,690.42	33.63
STEP 11	71,488	2,742.01	34.28
STEP 12	72,863	2,794.75	34.93
STEP 13	74,262	2,848.41	35.61
STEP 14	75,693	2,903.30	36.29
STEP 15	77,149	2,959.14	36.99
STEP 16	78,639	3,016.30	37.70
STEP 17	80,153	3,074.37	38.43
STEP 18	81,702	3,133.78	39.17
STEP 19	83,280	3,194.31	39.93
STEP 20	84,885	3,255.87	40.70
STEP 21	86,583	3,321.00	41.51
STEP 22	88,315	3,387.43	42.34

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 18</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	58,588	2,247.22	28.09
STEP 2	60,819	2,332.79	29.16
STEP 3	63,141	2,421.85	30.27
STEP 4	65,555	2,514.44	31.43
STEP 5	68,064	2,610.68	32.63
STEP 6	69,371	2,660.81	33.26
STEP 7	70,698	2,711.71	33.90
STEP 8	72,060	2,763.95	34.55
STEP 9	73,446	2,817.11	35.21
STEP 10	74,859	2,871.31	35.89
STEP 11	76,300	2,926.58	36.58
STEP 12	77,769	2,982.93	37.29
STEP 13	79,269	3,040.46	38.01
STEP 14	80,796	3,099.03	38.74
STEP 15	82,357	3,158.90	39.49
STEP 16	83,948	3,219.93	40.25
STEP 17	85,570	3,282.14	41.03
STEP 18	87,223	3,345.54	41.82
STEP 19	88,909	3,410.21	42.63
STEP 20	90,618	3,475.76	43.45
STEP 21	92,431	3,545.30	44.32
STEP 22	94,280	3,616.22	45.20

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 19</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	62,493	2,397.00	29.96
STEP 2	64,882	2,488.63	31.11
STEP 3	67,362	2,583.75	32.30
STEP 4	69,945	2,682.83	33.54
STEP 5	72,632	2,785.89	34.82
STEP 6	74,027	2,839.40	35.49
STEP 7	75,455	2,894.17	36.18
STEP 8	76,910	2,949.98	36.87
STEP 9	78,392	3,006.82	37.59
STEP 10	79,902	3,064.74	38.31
STEP 11	81,446	3,123.96	39.05
STEP 12	83,018	3,184.26	39.80
STEP 13	84,621	3,245.74	40.57
STEP 14	86,257	3,308.49	41.36
STEP 15	87,926	3,372.51	42.16
STEP 16	89,630	3,437.87	42.97
STEP 17	91,339	3,503.42	43.79
STEP 18	93,072	3,569.89	44.62
STEP 19	94,842	3,637.78	45.47
STEP 20	96,641	3,706.78	46.33
STEP 21	98,575	3,780.96	47.26
STEP 22	100,547	3,856.60	48.21

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 20</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	66,671	2,557.25	31.97
STEP 2	69,224	2,655.17	33.19
STEP 3	71,882	2,757.12	34.46
STEP 4	74,647	2,863.18	35.79
STEP 5	77,522	2,973.45	37.17
STEP 6	79,017	3,030.79	37.88
STEP 7	80,539	3,089.17	38.61
STEP 8	82,095	3,148.85	39.36
STEP 9	83,680	3,209.65	40.12
STEP 10	85,298	3,271.71	40.90
STEP 11	86,946	3,334.92	41.69
STEP 12	88,630	3,399.51	42.49
STEP 13	90,343	3,465.22	43.32
STEP 14	92,059	3,531.04	44.14
STEP 15	93,813	3,598.31	44.98
STEP 16	95,596	3,666.70	45.83
STEP 17	97,418	3,736.59	46.71
STEP 18	99,276	3,807.85	47.60
STEP 19	101,165	3,880.31	48.50
STEP 20	103,098	3,954.45	49.43
STEP 21	105,160	4,033.54	50.42
STEP 22	107,264	4,114.24	51.43

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 21</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	71,142	2,728.74	34.11
STEP 2	73,879	2,833.72	35.42
STEP 3	76,718	2,942.61	36.78
STEP 4	79,677	3,056.11	38.20
STEP 5	82,751	3,174.02	39.68
STEP 6	84,351	3,235.39	40.44
STEP 7	85,983	3,297.98	41.22
STEP 8	87,647	3,361.81	42.02
STEP 9	89,344	3,426.90	42.84
STEP 10	91,055	3,492.53	43.66
STEP 11	92,785	3,558.88	44.49
STEP 12	94,551	3,626.62	45.33
STEP 13	96,353	3,695.74	46.20
STEP 14	98,189	3,766.16	47.08
STEP 15	100,061	3,837.96	47.97
STEP 16	101,973	3,911.30	48.89
STEP 17	103,921	3,986.02	49.83
STEP 18	105,909	4,062.27	50.78
STEP 19	107,934	4,139.94	51.75
STEP 20	109,997	4,219.07	52.74
STEP 21	112,197	4,303.45	53.79
STEP 22	114,441	4,389.52	54.87

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 22</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	75,926	2,912.24	36.40
STEP 2	78,850	3,024.39	37.80
STEP 3	81,896	3,141.22	39.27
STEP 4	85,059	3,262.54	40.78
STEP 5	88,352	3,388.85	42.36
STEP 6	90,060	3,454.36	43.18
STEP 7	91,772	3,520.03	44.00
STEP 8	93,516	3,586.92	44.84
STEP 9	95,298	3,655.27	45.69
STEP 10	97,113	3,724.89	46.56
STEP 11	98,967	3,796.00	47.45
STEP 12	100,852	3,868.30	48.35
STEP 13	102,782	3,942.33	49.28
STEP 14	104,747	4,017.70	50.22
STEP 15	106,753	4,094.64	51.18
STEP 16	108,797	4,173.04	52.16
STEP 17	110,883	4,253.05	53.16
STEP 18	113,014	4,334.79	54.18
STEP 19	115,182	4,417.94	55.22
STEP 20	117,397	4,502.90	56.29
STEP 21	119,745	4,592.96	57.41
STEP 22	122,140	4,684.83	58.56

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 23</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	81,048	3,108.70	38.86
STEP 2	84,178	3,228.75	40.36
STEP 3	87,432	3,353.56	41.92
STEP 4	90,804	3,482.90	43.54
STEP 5	94,257	3,615.34	45.19
STEP 6	96,051	3,684.15	46.05
STEP 7	97,879	3,754.27	46.93
STEP 8	99,747	3,825.92	47.82
STEP 9	101,652	3,898.99	48.74
STEP 10	103,596	3,973.55	49.67
STEP 11	105,578	4,049.57	50.62
STEP 12	107,597	4,127.01	51.59
STEP 13	109,665	4,206.33	52.58
STEP 14	111,765	4,286.88	53.59
STEP 15	113,907	4,369.04	54.61
STEP 16	116,098	4,453.08	55.66
STEP 17	118,330	4,538.69	56.73
STEP 18	120,608	4,626.07	57.83
STEP 19	122,933	4,715.24	58.94
STEP 20	125,302	4,806.11	60.08
STEP 21	127,809	4,902.27	61.28
STEP 22	130,366	5,000.34	62.50

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 24</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	86,524	3,318.73	41.48
STEP 2	89,874	3,447.23	43.09
STEP 3	93,293	3,578.37	44.73
STEP 4	96,843	3,714.53	46.43
STEP 5	100,538	3,856.26	48.20
STEP 6	102,457	3,929.86	49.12
STEP 7	104,420	4,005.16	50.06
STEP 8	106,414	4,081.64	51.02
STEP 9	108,453	4,159.85	52.00
STEP 10	110,533	4,239.63	53.00
STEP 11	112,651	4,320.87	54.01
STEP 12	114,818	4,403.98	55.05
STEP 13	117,023	4,488.56	56.11
STEP 14	119,273	4,574.86	57.19
STEP 15	121,567	4,662.85	58.29
STEP 16	123,911	4,752.76	59.41
STEP 17	126,302	4,844.47	60.56
STEP 18	128,736	4,937.82	61.72
STEP 19	131,221	5,033.14	62.91
STEP 20	133,750	5,130.14	64.13
STEP 21	136,426	5,232.78	65.41
STEP 22	139,155	5,337.46	66.72

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 25</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	92,340	3,541.81	44.27
STEP 2	95,852	3,676.52	45.96
STEP 3	99,507	3,816.71	47.71
STEP 4	103,307	3,962.47	49.53
STEP 5	107,260	4,114.09	51.43
STEP 6	109,312	4,192.79	52.41
STEP 7	111,413	4,273.38	53.42
STEP 8	113,549	4,355.31	54.44
STEP 9	115,730	4,438.96	55.49
STEP 10	117,953	4,524.23	56.55
STEP 11	120,221	4,611.22	57.64
STEP 12	122,538	4,700.09	58.75
STEP 13	124,899	4,790.65	59.88
STEP 14	127,304	4,882.90	61.04
STEP 15	129,762	4,977.18	62.21
STEP 16	132,266	5,073.22	63.42
STEP 17	134,820	5,171.18	64.64
STEP 18	137,427	5,271.18	65.89
STEP 19	140,084	5,373.09	67.16
STEP 20	142,792	5,476.96	68.46
STEP 21	145,649	5,586.54	69.83
STEP 22	148,562	5,698.27	71.23

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

**Bargaining Units A B C D F H Standard Salary Scales / Hourly
Fiscal Year 2023
Effective July 1, 2022**

<u>SCALE 26</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 1	98,488	3,777.63	47.22
STEP 2	102,247	3,921.81	49.02
STEP 3	106,156	4,071.74	50.90
STEP 4	110,225	4,227.81	52.85
STEP 5	114,453	4,389.98	54.87
STEP 6	116,651	4,474.29	55.93
STEP 7	118,893	4,560.28	57.00
STEP 8	121,181	4,648.04	58.10
STEP 9	123,517	4,737.64	59.22
STEP 10	125,895	4,828.85	60.36
STEP 11	128,323	4,921.98	61.52
STEP 12	130,799	5,016.95	62.71
STEP 13	133,327	5,113.92	63.92
STEP 14	135,903	5,212.72	65.16
STEP 15	138,527	5,313.37	66.42
STEP 16	141,211	5,416.32	67.70
STEP 17	143,949	5,521.34	69.02
STEP 18	146,737	5,628.27	70.35
STEP 19	149,582	5,737.40	71.72
STEP 20	152,481	5,848.59	73.11
STEP 21	155,530	5,965.54	74.57
STEP 22	158,641	6,084.87	76.06

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