

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

| <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 | 31,599 | 1,212.02 | 15.15 |
| STEP 10 | 31,904 | 1,223.72 | 15.30 |
| STEP 11 | 32,469 | 1,245.39 | 15.57 |
| STEP 12 | 33,042 | 1,267.37 | 15.84 |
| STEP 13 | 33,628 | 1,289.85 | 16.12 |
| STEP 14 | 34,227 | 1,312.82 | 16.41 |
| STEP 15 | 34,836 | 1,336.18 | 16.70 |
| STEP 16 | 35,459 | 1,360.08 | 17.00 |
| STEP 17 | 36,094 | 1,384.43 | 17.31 |
| STEP 18 | 36,739 | 1,409.17 | 17.61 |
| STEP 19 | 37,397 | 1,434.41 | 17.93 |
| STEP 20 | 38,069 | 1,460.19 | 18.25 |
| STEP 21 | 38,831 | 1,489.41 | 18.62 |

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 2022
Effective January 1, 2022**

| <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 | 31,599 | 1,212.02 | 15.15 |
| STEP 7 | 32,136 | 1,232.62 | 15.41 |
| STEP 8 | 32,706 | 1,254.48 | 15.68 |
| STEP 9 | 33,284 | 1,276.65 | 15.96 |
| STEP 10 | 33,876 | 1,299.36 | 16.24 |
| STEP 11 | 34,480 | 1,322.53 | 16.53 |
| STEP 12 | 35,097 | 1,346.19 | 16.83 |
| STEP 13 | 35,720 | 1,370.09 | 17.13 |
| STEP 14 | 36,360 | 1,394.64 | 17.43 |
| STEP 15 | 37,016 | 1,419.80 | 17.75 |
| STEP 16 | 37,682 | 1,445.34 | 18.07 |
| STEP 17 | 38,360 | 1,471.35 | 18.39 |
| STEP 18 | 39,049 | 1,497.77 | 18.72 |
| STEP 19 | 39,753 | 1,524.78 | 19.06 |
| STEP 20 | 40,471 | 1,552.32 | 19.40 |
| STEP 21 | 41,281 | 1,583.39 | 19.79 |

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 2022
Effective January 1, 2022**

| <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 | 31,599 | 1,212.02 | 15.15 |
| STEP 4 | 31,824 | 1,220.65 | 15.26 |
| STEP 5 | 32,948 | 1,263.76 | 15.80 |
| STEP 6 | 33,530 | 1,286.09 | 16.08 |
| STEP 7 | 34,126 | 1,308.95 | 16.36 |
| STEP 8 | 34,734 | 1,332.27 | 16.65 |
| STEP 9 | 35,357 | 1,356.16 | 16.95 |
| STEP 10 | 35,989 | 1,380.41 | 17.26 |
| STEP 11 | 36,635 | 1,405.18 | 17.56 |
| STEP 12 | 37,291 | 1,430.34 | 17.88 |
| STEP 13 | 37,961 | 1,456.04 | 18.20 |
| STEP 14 | 38,650 | 1,482.47 | 18.53 |
| STEP 15 | 39,347 | 1,509.21 | 18.87 |
| STEP 16 | 40,059 | 1,536.51 | 19.21 |
| STEP 17 | 40,787 | 1,564.44 | 19.56 |
| STEP 18 | 41,528 | 1,592.86 | 19.91 |
| STEP 19 | 42,282 | 1,621.78 | 20.27 |
| STEP 20 | 43,049 | 1,651.20 | 20.64 |
| STEP 21 | 43,910 | 1,684.22 | 21.05 |

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 2022
Effective January 1, 2022**

| <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 | 31,599 | 1,212.02 | 15.15 |
| STEP 3 | 32,632 | 1,251.64 | 15.65 |
| STEP 4 | 33,789 | 1,296.02 | 16.20 |
| STEP 5 | 34,993 | 1,342.20 | 16.78 |
| STEP 6 | 35,615 | 1,366.06 | 17.08 |
| STEP 7 | 36,252 | 1,390.49 | 17.38 |
| STEP 8 | 36,905 | 1,415.54 | 17.69 |
| STEP 9 | 37,569 | 1,441.01 | 18.01 |
| STEP 10 | 38,246 | 1,466.97 | 18.34 |
| STEP 11 | 38,935 | 1,493.40 | 18.67 |
| STEP 12 | 39,640 | 1,520.44 | 19.01 |
| STEP 13 | 40,357 | 1,547.94 | 19.35 |
| STEP 14 | 41,090 | 1,576.06 | 19.70 |
| STEP 15 | 41,840 | 1,604.83 | 20.06 |
| STEP 16 | 42,601 | 1,634.02 | 20.43 |
| STEP 17 | 43,380 | 1,663.90 | 20.80 |
| STEP 18 | 44,171 | 1,694.24 | 21.18 |
| STEP 19 | 44,976 | 1,725.11 | 21.56 |
| STEP 20 | 45,799 | 1,756.68 | 21.96 |
| STEP 21 | 46,715 | 1,791.81 | 22.40 |

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 2022
Effective January 1, 2022**

| <u>SCALE 09</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 31,599 | 1,212.02 | 15.15 |
| STEP 1 | 32,323 | 1,239.79 | 15.50 |
| STEP 2 | 33,467 | 1,283.67 | 16.05 |
| STEP 3 | 34,656 | 1,329.28 | 16.62 |
| STEP 4 | 35,893 | 1,376.72 | 17.21 |
| STEP 5 | 37,182 | 1,426.16 | 17.83 |
| STEP 6 | 37,850 | 1,451.79 | 18.15 |
| STEP 7 | 38,534 | 1,478.02 | 18.48 |
| STEP 8 | 39,228 | 1,504.64 | 18.81 |
| STEP 9 | 39,940 | 1,531.95 | 19.15 |
| STEP 10 | 40,662 | 1,559.64 | 19.50 |
| STEP 11 | 41,403 | 1,588.07 | 19.85 |
| STEP 12 | 42,156 | 1,616.95 | 20.21 |
| STEP 13 | 42,923 | 1,646.37 | 20.58 |
| STEP 14 | 43,708 | 1,676.48 | 20.96 |
| STEP 15 | 44,509 | 1,707.20 | 21.34 |
| STEP 16 | 45,322 | 1,738.38 | 21.73 |
| STEP 17 | 46,153 | 1,770.26 | 22.13 |
| STEP 18 | 47,003 | 1,802.86 | 22.54 |
| STEP 19 | 47,868 | 1,836.04 | 22.95 |
| STEP 20 | 48,747 | 1,869.75 | 23.37 |
| STEP 21 | 49,722 | 1,907.15 | 23.84 |

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 2022
Effective January 1, 2022**

| <u>SCALE 10</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 33,149 | 1,271.47 | 15.89 |
| STEP 1 | 34,324 | 1,316.54 | 16.46 |
| STEP 2 | 35,548 | 1,363.49 | 17.04 |
| STEP 3 | 36,821 | 1,412.32 | 17.65 |
| STEP 4 | 38,147 | 1,463.18 | 18.29 |
| STEP 5 | 39,524 | 1,515.99 | 18.95 |
| STEP 6 | 40,240 | 1,543.46 | 19.29 |
| STEP 7 | 40,970 | 1,571.46 | 19.64 |
| STEP 8 | 41,712 | 1,599.92 | 20.00 |
| STEP 9 | 42,474 | 1,629.14 | 20.36 |
| STEP 10 | 43,251 | 1,658.95 | 20.74 |
| STEP 11 | 44,041 | 1,689.25 | 21.12 |
| STEP 12 | 44,848 | 1,720.20 | 21.50 |
| STEP 13 | 45,671 | 1,751.77 | 21.90 |
| STEP 14 | 46,507 | 1,783.84 | 22.30 |
| STEP 15 | 47,364 | 1,816.71 | 22.71 |
| STEP 16 | 48,236 | 1,850.15 | 23.13 |
| STEP 17 | 49,125 | 1,884.25 | 23.55 |
| STEP 18 | 50,032 | 1,919.04 | 23.99 |
| STEP 19 | 50,957 | 1,954.52 | 24.43 |
| STEP 20 | 51,899 | 1,990.65 | 24.88 |
| STEP 21 | 52,937 | 2,030.47 | 25.38 |

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 2022
Effective January 1, 2022**

| <u>SCALE 11</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 35,207 | 1,350.41 | 16.88 |
| STEP 1 | 36,467 | 1,398.74 | 17.48 |
| STEP 2 | 37,777 | 1,448.99 | 18.11 |
| STEP 3 | 39,139 | 1,501.23 | 18.77 |
| STEP 4 | 40,554 | 1,555.50 | 19.44 |
| STEP 5 | 42,029 | 1,612.08 | 20.15 |
| STEP 6 | 42,794 | 1,641.42 | 20.52 |
| STEP 7 | 43,576 | 1,671.41 | 20.89 |
| STEP 8 | 44,374 | 1,702.02 | 21.28 |
| STEP 9 | 45,188 | 1,733.24 | 21.67 |
| STEP 10 | 46,015 | 1,764.96 | 22.06 |
| STEP 11 | 46,861 | 1,797.41 | 22.47 |
| STEP 12 | 47,724 | 1,830.51 | 22.88 |
| STEP 13 | 48,604 | 1,864.27 | 23.30 |
| STEP 14 | 49,504 | 1,898.79 | 23.73 |
| STEP 15 | 50,419 | 1,933.88 | 24.17 |
| STEP 16 | 51,353 | 1,969.71 | 24.62 |
| STEP 17 | 52,307 | 2,006.30 | 25.08 |
| STEP 18 | 53,280 | 2,043.62 | 25.55 |
| STEP 19 | 54,270 | 2,081.59 | 26.02 |
| STEP 20 | 55,280 | 2,120.33 | 26.50 |
| STEP 21 | 56,386 | 2,162.76 | 27.03 |

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 2022
Effective January 1, 2022**

| <u>SCALE 12</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 37,410 | 1,434.91 | 17.94 |
| STEP 1 | 38,757 | 1,486.57 | 18.58 |
| STEP 2 | 40,160 | 1,540.39 | 19.25 |
| STEP 3 | 41,618 | 1,596.31 | 19.95 |
| STEP 4 | 43,137 | 1,654.57 | 20.68 |
| STEP 5 | 44,711 | 1,714.95 | 21.44 |
| STEP 6 | 45,530 | 1,746.36 | 21.83 |
| STEP 7 | 46,366 | 1,778.43 | 22.23 |
| STEP 8 | 47,220 | 1,811.18 | 22.64 |
| STEP 9 | 48,087 | 1,844.44 | 23.06 |
| STEP 10 | 48,975 | 1,878.50 | 23.48 |
| STEP 11 | 49,881 | 1,913.25 | 23.92 |
| STEP 12 | 50,805 | 1,948.69 | 24.36 |
| STEP 13 | 51,745 | 1,984.74 | 24.81 |
| STEP 14 | 52,708 | 2,021.68 | 25.27 |
| STEP 15 | 53,688 | 2,059.27 | 25.74 |
| STEP 16 | 54,686 | 2,097.55 | 26.22 |
| STEP 17 | 55,705 | 2,136.64 | 26.71 |
| STEP 18 | 56,764 | 2,177.25 | 27.22 |
| STEP 19 | 57,843 | 2,218.64 | 27.73 |
| STEP 20 | 58,943 | 2,260.83 | 28.26 |
| STEP 21 | 60,122 | 2,306.05 | 28.83 |

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 2022
Effective January 1, 2022**

| <u>SCALE 13</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 39,768 | 1,525.35 | 19.07 |
| STEP 1 | 41,212 | 1,580.74 | 19.76 |
| STEP 2 | 42,712 | 1,638.27 | 20.48 |
| STEP 3 | 44,271 | 1,698.07 | 21.23 |
| STEP 4 | 45,890 | 1,760.17 | 22.00 |
| STEP 5 | 47,579 | 1,824.95 | 22.81 |
| STEP 6 | 48,455 | 1,858.55 | 23.23 |
| STEP 7 | 49,350 | 1,892.88 | 23.66 |
| STEP 8 | 50,265 | 1,927.98 | 24.10 |
| STEP 9 | 51,195 | 1,963.65 | 24.55 |
| STEP 10 | 52,144 | 2,000.05 | 25.00 |
| STEP 11 | 53,112 | 2,037.18 | 25.46 |
| STEP 12 | 54,100 | 2,075.07 | 25.94 |
| STEP 13 | 55,106 | 2,113.66 | 26.42 |
| STEP 14 | 56,143 | 2,153.44 | 26.92 |
| STEP 15 | 57,213 | 2,194.48 | 27.43 |
| STEP 16 | 58,303 | 2,236.28 | 27.95 |
| STEP 17 | 59,414 | 2,278.90 | 28.49 |
| STEP 18 | 60,548 | 2,322.39 | 29.03 |
| STEP 19 | 61,704 | 2,366.73 | 29.58 |
| STEP 20 | 62,882 | 2,411.92 | 30.15 |
| STEP 21 | 64,140 | 2,460.17 | 30.75 |

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 2022
Effective January 1, 2022**

| <u>SCALE 14</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 42,294 | 1,622.24 | 20.28 |
| STEP 1 | 43,836 | 1,681.39 | 21.02 |
| STEP 2 | 45,442 | 1,742.99 | 21.79 |
| STEP 3 | 47,109 | 1,806.93 | 22.59 |
| STEP 4 | 48,843 | 1,873.44 | 23.42 |
| STEP 5 | 50,648 | 1,942.67 | 24.28 |
| STEP 6 | 51,588 | 1,978.72 | 24.73 |
| STEP 7 | 52,546 | 2,015.47 | 25.19 |
| STEP 8 | 53,523 | 2,052.94 | 25.66 |
| STEP 9 | 54,520 | 2,091.18 | 26.14 |
| STEP 10 | 55,534 | 2,130.08 | 26.63 |
| STEP 11 | 56,587 | 2,170.47 | 27.13 |
| STEP 12 | 57,666 | 2,211.85 | 27.65 |
| STEP 13 | 58,768 | 2,254.12 | 28.18 |
| STEP 14 | 59,889 | 2,297.12 | 28.71 |
| STEP 15 | 61,034 | 2,341.04 | 29.26 |
| STEP 16 | 62,201 | 2,385.80 | 29.82 |
| STEP 17 | 63,392 | 2,431.48 | 30.39 |
| STEP 18 | 64,605 | 2,478.01 | 30.98 |
| STEP 19 | 65,843 | 2,525.49 | 31.57 |
| STEP 20 | 67,106 | 2,573.93 | 32.17 |
| STEP 21 | 68,449 | 2,625.45 | 32.82 |

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 2022
Effective January 1, 2022**

| <u>SCALE 15</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 44,989 | 1,725.61 | 21.57 |
| STEP 1 | 46,644 | 1,789.09 | 22.36 |
| STEP 2 | 48,360 | 1,854.91 | 23.19 |
| STEP 3 | 50,145 | 1,923.37 | 24.04 |
| STEP 4 | 52,004 | 1,994.68 | 24.93 |
| STEP 5 | 53,936 | 2,068.78 | 25.86 |
| STEP 6 | 54,940 | 2,107.29 | 26.34 |
| STEP 7 | 55,970 | 2,146.80 | 26.84 |
| STEP 8 | 57,037 | 2,187.73 | 27.35 |
| STEP 9 | 58,122 | 2,229.34 | 27.87 |
| STEP 10 | 59,231 | 2,271.88 | 28.40 |
| STEP 11 | 60,362 | 2,315.26 | 28.94 |
| STEP 12 | 61,515 | 2,359.48 | 29.49 |
| STEP 13 | 62,692 | 2,404.63 | 30.06 |
| STEP 14 | 63,892 | 2,450.66 | 30.63 |
| STEP 15 | 65,116 | 2,497.61 | 31.22 |
| STEP 16 | 66,366 | 2,545.55 | 31.82 |
| STEP 17 | 67,638 | 2,594.34 | 32.43 |
| STEP 18 | 68,934 | 2,644.05 | 33.05 |
| STEP 19 | 70,257 | 2,694.79 | 33.68 |
| STEP 20 | 71,605 | 2,746.50 | 34.33 |
| STEP 21 | 73,038 | 2,801.46 | 35.02 |

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 2022
Effective January 1, 2022**

| <u>SCALE 16</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 47,882 | 1,836.57 | 22.96 |
| STEP 1 | 49,647 | 1,904.27 | 23.80 |
| STEP 2 | 51,488 | 1,974.89 | 24.69 |
| STEP 3 | 53,397 | 2,048.11 | 25.60 |
| STEP 4 | 55,385 | 2,124.36 | 26.55 |
| STEP 5 | 57,485 | 2,204.91 | 27.56 |
| STEP 6 | 58,584 | 2,247.06 | 28.09 |
| STEP 7 | 59,701 | 2,289.91 | 28.62 |
| STEP 8 | 60,842 | 2,333.67 | 29.17 |
| STEP 9 | 62,001 | 2,378.13 | 29.73 |
| STEP 10 | 63,190 | 2,423.73 | 30.30 |
| STEP 11 | 64,399 | 2,470.10 | 30.88 |
| STEP 12 | 65,636 | 2,517.55 | 31.47 |
| STEP 13 | 66,895 | 2,565.84 | 32.07 |
| STEP 14 | 68,178 | 2,615.05 | 32.69 |
| STEP 15 | 69,486 | 2,665.22 | 33.32 |
| STEP 16 | 70,826 | 2,716.62 | 33.96 |
| STEP 17 | 72,188 | 2,768.86 | 34.61 |
| STEP 18 | 73,576 | 2,822.10 | 35.28 |
| STEP 19 | 74,990 | 2,876.33 | 35.95 |
| STEP 20 | 76,432 | 2,931.64 | 36.65 |
| STEP 21 | 77,961 | 2,990.29 | 37.38 |

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 2022
Effective January 1, 2022**

| <u>SCALE 17</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 50,971 | 1,955.06 | 24.44 |
| STEP 1 | 52,861 | 2,027.55 | 25.34 |
| STEP 2 | 54,829 | 2,103.04 | 26.29 |
| STEP 3 | 56,896 | 2,182.32 | 27.28 |
| STEP 4 | 59,063 | 2,265.44 | 28.32 |
| STEP 5 | 61,323 | 2,352.12 | 29.40 |
| STEP 6 | 62,495 | 2,397.07 | 29.96 |
| STEP 7 | 63,687 | 2,442.79 | 30.53 |
| STEP 8 | 64,909 | 2,489.67 | 31.12 |
| STEP 9 | 66,154 | 2,537.42 | 31.72 |
| STEP 10 | 67,424 | 2,586.13 | 32.33 |
| STEP 11 | 68,717 | 2,635.73 | 32.95 |
| STEP 12 | 70,039 | 2,686.43 | 33.58 |
| STEP 13 | 71,385 | 2,738.06 | 34.23 |
| STEP 14 | 72,760 | 2,790.80 | 34.89 |
| STEP 15 | 74,159 | 2,844.46 | 35.56 |
| STEP 16 | 75,592 | 2,899.42 | 36.24 |
| STEP 17 | 77,047 | 2,955.23 | 36.94 |
| STEP 18 | 78,536 | 3,012.34 | 37.65 |
| STEP 19 | 80,053 | 3,070.53 | 38.38 |
| STEP 20 | 81,596 | 3,129.71 | 39.12 |
| STEP 21 | 83,228 | 3,192.31 | 39.90 |

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 2022
Effective January 1, 2022**

| <u>SCALE 18</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 54,279 | 2,081.94 | 26.02 |
| STEP 1 | 56,317 | 2,160.11 | 27.00 |
| STEP 2 | 58,461 | 2,242.34 | 28.03 |
| STEP 3 | 60,693 | 2,327.96 | 29.10 |
| STEP 4 | 63,014 | 2,416.98 | 30.21 |
| STEP 5 | 65,426 | 2,509.50 | 31.37 |
| STEP 6 | 66,683 | 2,557.71 | 31.97 |
| STEP 7 | 67,958 | 2,606.61 | 32.58 |
| STEP 8 | 69,267 | 2,656.82 | 33.21 |
| STEP 9 | 70,599 | 2,707.91 | 33.85 |
| STEP 10 | 71,958 | 2,760.04 | 34.50 |
| STEP 11 | 73,343 | 2,813.16 | 35.16 |
| STEP 12 | 74,756 | 2,867.36 | 35.84 |
| STEP 13 | 76,198 | 2,922.67 | 36.53 |
| STEP 14 | 77,665 | 2,978.94 | 37.24 |
| STEP 15 | 79,165 | 3,036.47 | 37.96 |
| STEP 16 | 80,694 | 3,095.12 | 38.69 |
| STEP 17 | 82,254 | 3,154.95 | 39.44 |
| STEP 18 | 83,844 | 3,215.94 | 40.20 |
| STEP 19 | 85,465 | 3,278.11 | 40.98 |
| STEP 20 | 87,107 | 3,341.10 | 41.76 |
| STEP 21 | 88,850 | 3,407.95 | 42.60 |

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 2022
Effective January 1, 2022**

| <u>SCALE 19</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 57,862 | 2,219.37 | 27.74 |
| STEP 1 | 60,071 | 2,304.10 | 28.80 |
| STEP 2 | 62,368 | 2,392.20 | 29.90 |
| STEP 3 | 64,753 | 2,483.68 | 31.05 |
| STEP 4 | 67,234 | 2,578.84 | 32.24 |
| STEP 5 | 69,818 | 2,677.96 | 33.47 |
| STEP 6 | 71,158 | 2,729.35 | 34.12 |
| STEP 7 | 72,531 | 2,782.02 | 34.78 |
| STEP 8 | 73,929 | 2,835.64 | 35.45 |
| STEP 9 | 75,354 | 2,890.30 | 36.13 |
| STEP 10 | 76,806 | 2,945.99 | 36.82 |
| STEP 11 | 78,290 | 3,002.91 | 37.54 |
| STEP 12 | 79,802 | 3,060.90 | 38.26 |
| STEP 13 | 81,343 | 3,120.01 | 39.00 |
| STEP 14 | 82,914 | 3,180.27 | 39.75 |
| STEP 15 | 84,518 | 3,241.79 | 40.52 |
| STEP 16 | 86,157 | 3,304.66 | 41.31 |
| STEP 17 | 87,800 | 3,367.68 | 42.10 |
| STEP 18 | 89,465 | 3,431.54 | 42.89 |
| STEP 19 | 91,167 | 3,496.82 | 43.71 |
| STEP 20 | 92,897 | 3,563.18 | 44.54 |
| STEP 21 | 94,755 | 3,634.44 | 45.43 |

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 2022
Effective January 1, 2022**

| <u>SCALE 20</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 61,725 | 2,367.54 | 29.59 |
| STEP 1 | 64,088 | 2,458.17 | 30.73 |
| STEP 2 | 66,541 | 2,552.26 | 31.90 |
| STEP 3 | 69,098 | 2,650.34 | 33.13 |
| STEP 4 | 71,754 | 2,752.21 | 34.40 |
| STEP 5 | 74,517 | 2,858.19 | 35.73 |
| STEP 6 | 75,955 | 2,913.35 | 36.42 |
| STEP 7 | 77,418 | 2,969.46 | 37.12 |
| STEP 8 | 78,913 | 3,026.81 | 37.84 |
| STEP 9 | 80,437 | 3,085.26 | 38.57 |
| STEP 10 | 81,993 | 3,144.94 | 39.31 |
| STEP 11 | 83,577 | 3,205.70 | 40.07 |
| STEP 12 | 85,196 | 3,267.80 | 40.85 |
| STEP 13 | 86,842 | 3,330.93 | 41.64 |
| STEP 14 | 88,492 | 3,394.22 | 42.43 |
| STEP 15 | 90,177 | 3,458.85 | 43.24 |
| STEP 16 | 91,892 | 3,524.63 | 44.06 |
| STEP 17 | 93,643 | 3,591.79 | 44.90 |
| STEP 18 | 95,428 | 3,660.26 | 45.75 |
| STEP 19 | 97,245 | 3,729.95 | 46.62 |
| STEP 20 | 99,103 | 3,801.22 | 47.52 |
| STEP 21 | 101,086 | 3,877.28 | 48.47 |

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 2022
Effective January 1, 2022**

| <u>SCALE 21</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 65,857 | 2,526.03 | 31.58 |
| STEP 1 | 68,386 | 2,623.03 | 32.79 |
| STEP 2 | 71,016 | 2,723.91 | 34.05 |
| STEP 3 | 73,746 | 2,828.62 | 35.36 |
| STEP 4 | 76,590 | 2,937.70 | 36.72 |
| STEP 5 | 79,544 | 3,051.01 | 38.14 |
| STEP 6 | 81,083 | 3,110.04 | 38.88 |
| STEP 7 | 82,651 | 3,170.18 | 39.63 |
| STEP 8 | 84,252 | 3,231.59 | 40.39 |
| STEP 9 | 85,883 | 3,294.15 | 41.18 |
| STEP 10 | 87,526 | 3,357.17 | 41.96 |
| STEP 11 | 89,191 | 3,421.03 | 42.76 |
| STEP 12 | 90,887 | 3,486.08 | 43.58 |
| STEP 13 | 92,619 | 3,552.51 | 44.41 |
| STEP 14 | 94,385 | 3,620.25 | 45.25 |
| STEP 15 | 96,185 | 3,689.29 | 46.12 |
| STEP 16 | 98,021 | 3,759.71 | 47.00 |
| STEP 17 | 99,896 | 3,831.63 | 47.90 |
| STEP 18 | 101,804 | 3,904.82 | 48.81 |
| STEP 19 | 103,752 | 3,979.53 | 49.74 |
| STEP 20 | 105,734 | 4,055.56 | 50.69 |
| STEP 21 | 107,849 | 4,136.68 | 51.71 |

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 2022
Effective January 1, 2022**

| <u>SCALE 22</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 70,279 | 2,695.64 | 33.70 |
| STEP 1 | 72,983 | 2,799.35 | 34.99 |
| STEP 2 | 75,795 | 2,907.21 | 36.34 |
| STEP 3 | 78,722 | 3,019.48 | 37.74 |
| STEP 4 | 81,763 | 3,136.12 | 39.20 |
| STEP 5 | 84,927 | 3,257.48 | 40.72 |
| STEP 6 | 86,570 | 3,320.50 | 41.51 |
| STEP 7 | 88,216 | 3,383.63 | 42.30 |
| STEP 8 | 89,894 | 3,447.99 | 43.10 |
| STEP 9 | 91,604 | 3,513.58 | 43.92 |
| STEP 10 | 93,350 | 3,580.55 | 44.76 |
| STEP 11 | 95,131 | 3,648.87 | 45.61 |
| STEP 12 | 96,944 | 3,718.41 | 46.48 |
| STEP 13 | 98,800 | 3,789.59 | 47.37 |
| STEP 14 | 100,688 | 3,862.01 | 48.28 |
| STEP 15 | 102,615 | 3,935.92 | 49.20 |
| STEP 16 | 104,582 | 4,011.37 | 50.14 |
| STEP 17 | 106,588 | 4,088.31 | 51.10 |
| STEP 18 | 108,634 | 4,166.79 | 52.08 |
| STEP 19 | 110,720 | 4,246.80 | 53.09 |
| STEP 20 | 112,848 | 4,328.42 | 54.11 |
| STEP 21 | 115,105 | 4,414.99 | 55.19 |

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 2022
Effective January 1, 2022**

| <u>SCALE 23</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 75,012 | 2,877.18 | 35.96 |
| STEP 1 | 77,907 | 2,988.22 | 37.35 |
| STEP 2 | 80,916 | 3,103.63 | 38.80 |
| STEP 3 | 84,045 | 3,223.65 | 40.30 |
| STEP 4 | 87,286 | 3,347.96 | 41.85 |
| STEP 5 | 90,604 | 3,475.23 | 43.44 |
| STEP 6 | 92,329 | 3,541.39 | 44.27 |
| STEP 7 | 94,087 | 3,608.82 | 45.11 |
| STEP 8 | 95,882 | 3,677.67 | 45.97 |
| STEP 9 | 97,713 | 3,747.90 | 46.85 |
| STEP 10 | 99,582 | 3,819.59 | 47.74 |
| STEP 11 | 101,487 | 3,892.66 | 48.66 |
| STEP 12 | 103,429 | 3,967.14 | 49.59 |
| STEP 13 | 105,415 | 4,043.32 | 50.54 |
| STEP 14 | 107,434 | 4,120.76 | 51.51 |
| STEP 15 | 109,495 | 4,199.81 | 52.50 |
| STEP 16 | 111,599 | 4,280.51 | 53.51 |
| STEP 17 | 113,745 | 4,362.83 | 54.54 |
| STEP 18 | 115,934 | 4,446.79 | 55.58 |
| STEP 19 | 118,169 | 4,532.51 | 56.66 |
| STEP 20 | 120,447 | 4,619.89 | 57.75 |
| STEP 21 | 122,856 | 4,712.29 | 58.90 |

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 2022
Effective January 1, 2022**

| <u>SCALE 24</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 80,073 | 3,071.30 | 38.39 |
| STEP 1 | 83,171 | 3,190.13 | 39.88 |
| STEP 2 | 86,393 | 3,313.71 | 41.42 |
| STEP 3 | 89,677 | 3,439.67 | 43.00 |
| STEP 4 | 93,091 | 3,570.62 | 44.63 |
| STEP 5 | 96,642 | 3,706.82 | 46.34 |
| STEP 6 | 98,487 | 3,777.59 | 47.22 |
| STEP 7 | 100,373 | 3,849.93 | 48.12 |
| STEP 8 | 102,291 | 3,923.50 | 49.04 |
| STEP 9 | 104,251 | 3,998.67 | 49.98 |
| STEP 10 | 106,249 | 4,075.31 | 50.94 |
| STEP 11 | 108,286 | 4,153.44 | 51.92 |
| STEP 12 | 110,368 | 4,233.30 | 52.92 |
| STEP 13 | 112,489 | 4,314.65 | 53.93 |
| STEP 14 | 114,652 | 4,397.62 | 54.97 |
| STEP 15 | 116,856 | 4,482.15 | 56.03 |
| STEP 16 | 119,109 | 4,568.57 | 57.11 |
| STEP 17 | 121,408 | 4,656.75 | 58.21 |
| STEP 18 | 123,748 | 4,746.50 | 59.33 |
| STEP 19 | 126,136 | 4,838.10 | 60.48 |
| STEP 20 | 128,568 | 4,931.38 | 61.64 |
| STEP 21 | 131,140 | 5,030.03 | 62.88 |

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 2022
Effective January 1, 2022**

| <u>SCALE 25</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 85,493 | 3,279.19 | 40.99 |
| STEP 1 | 88,762 | 3,404.57 | 42.56 |
| STEP 2 | 92,138 | 3,534.07 | 44.18 |
| STEP 3 | 95,651 | 3,668.81 | 45.86 |
| STEP 4 | 99,304 | 3,808.93 | 47.61 |
| STEP 5 | 103,103 | 3,954.64 | 49.43 |
| STEP 6 | 105,077 | 4,030.36 | 50.38 |
| STEP 7 | 107,097 | 4,107.84 | 51.35 |
| STEP 8 | 109,148 | 4,186.50 | 52.33 |
| STEP 9 | 111,246 | 4,266.97 | 53.34 |
| STEP 10 | 113,383 | 4,348.94 | 54.36 |
| STEP 11 | 115,564 | 4,432.60 | 55.41 |
| STEP 12 | 117,790 | 4,517.98 | 56.47 |
| STEP 13 | 120,059 | 4,605.01 | 57.56 |
| STEP 14 | 122,372 | 4,693.73 | 58.67 |
| STEP 15 | 124,734 | 4,784.32 | 59.80 |
| STEP 16 | 127,141 | 4,876.65 | 60.96 |
| STEP 17 | 129,597 | 4,970.85 | 62.14 |
| STEP 18 | 132,101 | 5,066.89 | 63.34 |
| STEP 19 | 134,656 | 5,164.89 | 64.56 |
| STEP 20 | 137,259 | 5,264.73 | 65.81 |
| STEP 21 | 140,005 | 5,370.06 | 67.13 |

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 2022
Effective January 1, 2022**

| <u>SCALE 26</u> | <u>ANNUAL</u> | <u>BI-WEEKLY</u> | <u>HOURLY</u> |
|-----------------|---------------|------------------|---------------|
| BASE | 91,194 | 3,497.86 | 43.72 |
| STEP 1 | 94,672 | 3,631.26 | 45.39 |
| STEP 2 | 98,285 | 3,769.84 | 47.12 |
| STEP 3 | 102,044 | 3,914.02 | 48.93 |
| STEP 4 | 105,954 | 4,063.99 | 50.80 |
| STEP 5 | 110,018 | 4,219.87 | 52.75 |
| STEP 6 | 112,131 | 4,300.92 | 53.76 |
| STEP 7 | 114,287 | 4,383.62 | 54.80 |
| STEP 8 | 116,486 | 4,467.96 | 55.85 |
| STEP 9 | 118,730 | 4,554.03 | 56.93 |
| STEP 10 | 121,018 | 4,641.79 | 58.02 |
| STEP 11 | 123,351 | 4,731.28 | 59.14 |
| STEP 12 | 125,730 | 4,822.53 | 60.28 |
| STEP 13 | 128,161 | 4,915.77 | 61.45 |
| STEP 14 | 130,637 | 5,010.74 | 62.63 |
| STEP 15 | 133,161 | 5,107.55 | 63.84 |
| STEP 16 | 135,740 | 5,206.47 | 65.08 |
| STEP 17 | 138,372 | 5,307.42 | 66.34 |
| STEP 18 | 141,052 | 5,410.22 | 67.63 |
| STEP 19 | 143,787 | 5,515.12 | 68.94 |
| STEP 20 | 146,574 | 5,622.02 | 70.28 |
| STEP 21 | 149,506 | 5,734.48 | 71.68 |

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