

Standard Salary Scales / Hourly  
Fiscal Year 2019  
Effective January 1, 2019

SCALE 05

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	23,162	888.41	11.11
STEP 1	23,949	918.60	11.48
STEP 2	24,768	950.01	11.88
STEP 3	25,619	982.65	12.28
STEP 4	26,503	1,016.56	12.71
STEP 5	27,424	1,051.88	13.15
STEP 6	27,904	1,070.30	13.38
STEP 7	28,390	1,088.94	13.61
STEP 8	28,890	1,108.11	13.85
STEP 9	29,397	1,127.56	14.09
STEP 10	29,916	1,147.47	14.34
STEP 11	30,445	1,167.76	14.60
STEP 12	30,982	1,188.36	14.85
STEP 13	31,533	1,209.49	15.12
STEP 14	32,094	1,231.01	15.39
STEP 15	32,665	1,252.91	15.66
STEP 16	33,248	1,275.27	15.94
STEP 17	33,844	1,298.13	16.23
STEP 18	34,449	1,321.34	16.52
STEP 19	35,066	1,345.00	16.81
STEP 20	35,696	1,369.17	17.11

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SCALE 06

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	24,538	941.19	11.76
STEP 1	25,381	973.52	12.17
STEP 2	26,254	1,007.01	12.59
STEP 3	27,168	1,042.07	13.03
STEP 4	28,113	1,078.31	13.48
STEP 5	29,098	1,116.09	13.95
STEP 6	29,611	1,135.77	14.20
STEP 7	30,133	1,155.79	14.45
STEP 8	30,668	1,176.31	14.70
STEP 9	31,209	1,197.06	14.96
STEP 10	31,765	1,218.39	15.23
STEP 11	32,331	1,240.10	15.50
STEP 12	32,909	1,262.27	15.78
STEP 13	33,494	1,284.71	16.06
STEP 14	34,095	1,307.76	16.35
STEP 15	34,709	1,331.31	16.64
STEP 16	35,333	1,355.24	16.94
STEP 17	35,970	1,379.68	17.25
STEP 18	36,615	1,404.42	17.56
STEP 19	37,276	1,429.77	17.87
STEP 20	37,949	1,455.58	18.19

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SCALE 07

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	26,013	997.76	12.47
STEP 1	26,914	1,032.32	12.90
STEP 2	27,851	1,068.26	13.35
STEP 3	28,826	1,105.66	13.82
STEP 4	29,840	1,144.55	14.31
STEP 5	30,894	1,184.98	14.81
STEP 6	31,441	1,205.96	15.07
STEP 7	32,000	1,227.40	15.34
STEP 8	32,570	1,249.27	15.62
STEP 9	33,153	1,271.63	15.90
STEP 10	33,746	1,294.37	16.18
STEP 11	34,352	1,317.62	16.47
STEP 12	34,967	1,341.21	16.77
STEP 13	35,596	1,365.33	17.07
STEP 14	36,241	1,390.07	17.38
STEP 15	36,895	1,415.16	17.69
STEP 16	37,563	1,440.78	18.01
STEP 17	38,245	1,466.94	18.34
STEP 18	38,939	1,493.56	18.67
STEP 19	39,647	1,520.71	19.01
STEP 20	40,366	1,548.29	19.35

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SCALE 08

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	27,589	1,058.21	13.23
STEP 1	28,554	1,095.23	13.69
STEP 2	29,556	1,133.66	14.17
STEP 3	30,598	1,173.63	14.67
STEP 4	31,683	1,215.24	15.19
STEP 5	32,811	1,258.51	15.73
STEP 6	33,396	1,280.95	16.01
STEP 7	33,994	1,303.88	16.30
STEP 8	34,604	1,327.28	16.59
STEP 9	35,227	1,351.18	16.89
STEP 10	35,862	1,375.53	17.19
STEP 11	36,509	1,400.35	17.50
STEP 12	37,170	1,425.70	17.82
STEP 13	37,842	1,451.48	18.14
STEP 14	38,530	1,477.87	18.47
STEP 15	39,232	1,504.79	18.81
STEP 16	39,946	1,532.18	19.15
STEP 17	40,676	1,560.18	19.50
STEP 18	41,418	1,588.64	19.86
STEP 19	42,173	1,617.60	20.22
STEP 20	42,945	1,647.21	20.59

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SCALE 09

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	29,277	1,122.96	14.04
STEP 1	30,308	1,162.50	14.53
STEP 2	31,381	1,203.66	15.05
STEP 3	32,496	1,246.43	15.58
STEP 4	33,656	1,290.92	16.14
STEP 5	34,864	1,337.25	16.72
STEP 6	35,491	1,361.30	17.02
STEP 7	36,132	1,385.89	17.32
STEP 8	36,783	1,410.86	17.64
STEP 9	37,450	1,436.44	17.96
STEP 10	38,128	1,462.45	18.28
STEP 11	38,823	1,489.11	18.61
STEP 12	39,529	1,516.19	18.95
STEP 13	40,248	1,543.76	19.30
STEP 14	40,985	1,572.03	19.65
STEP 15	41,735	1,600.80	20.01
STEP 16	42,498	1,630.07	20.38
STEP 17	43,278	1,659.98	20.75
STEP 18	44,074	1,690.51	21.13
STEP 19	44,885	1,721.62	21.52
STEP 20	45,709	1,753.23	21.92

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SCALE 10

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	31,082	1,192.19	14.90
STEP 1	32,185	1,234.50	15.43
STEP 2	33,333	1,278.53	15.98
STEP 3	34,527	1,324.33	16.55
STEP 4	35,770	1,372.01	17.15
STEP 5	37,060	1,421.48	17.77
STEP 6	37,732	1,447.26	18.09
STEP 7	38,416	1,473.50	18.42
STEP 8	39,113	1,500.23	18.75
STEP 9	39,827	1,527.62	19.10
STEP 10	40,556	1,555.58	19.44
STEP 11	41,296	1,583.96	19.80
STEP 12	42,053	1,613.00	20.16
STEP 13	42,824	1,642.57	20.53
STEP 14	43,609	1,672.68	20.91
STEP 15	44,412	1,703.48	21.29
STEP 16	45,230	1,734.85	21.69
STEP 17	46,064	1,766.84	22.09
STEP 18	46,914	1,799.45	22.49
STEP 19	47,782	1,832.74	22.91
STEP 20	48,665	1,866.61	23.33

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SCALE 11

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	33,012	1,266.22	15.83
STEP 1	34,195	1,311.59	16.39
STEP 2	35,422	1,358.66	16.98
STEP 3	36,700	1,407.68	17.60
STEP 4	38,026	1,458.54	18.23
STEP 5	39,409	1,511.58	18.89
STEP 6	40,128	1,539.16	19.24
STEP 7	40,861	1,567.28	19.59
STEP 8	41,608	1,595.93	19.95
STEP 9	42,372	1,625.23	20.32
STEP 10	43,148	1,655.00	20.69
STEP 11	43,942	1,685.45	21.07
STEP 12	44,750	1,716.44	21.46
STEP 13	45,575	1,748.09	21.85
STEP 14	46,418	1,780.42	22.26
STEP 15	47,277	1,813.37	22.67
STEP 16	48,154	1,847.01	23.09
STEP 17	49,048	1,881.30	23.52
STEP 18	49,960	1,916.28	23.95
STEP 19	50,888	1,951.87	24.40
STEP 20	51,835	1,988.20	24.85

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SCALE 12

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	35,078	1,345.46	16.82
STEP 1	36,342	1,393.94	17.42
STEP 2	37,657	1,444.38	18.05
STEP 3	39,024	1,496.82	18.71
STEP 4	40,448	1,551.44	19.39
STEP 5	41,925	1,608.09	20.10
STEP 6	42,693	1,637.54	20.47
STEP 7	43,476	1,667.58	20.84
STEP 8	44,278	1,698.34	21.23
STEP 9	45,090	1,729.48	21.62
STEP 10	45,924	1,761.47	22.02
STEP 11	46,773	1,794.04	22.43
STEP 12	47,638	1,827.22	22.84
STEP 13	48,521	1,861.08	23.26
STEP 14	49,423	1,895.68	23.70
STEP 15	50,343	1,930.97	24.14
STEP 16	51,278	1,966.83	24.59
STEP 17	52,234	2,003.50	25.04
STEP 18	53,227	2,041.59	25.52
STEP 19	54,239	2,080.41	26.01
STEP 20	55,270	2,119.95	26.50

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SCALE 13

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	37,289	1,430.27	17.88
STEP 1	38,642	1,482.16	18.53
STEP 2	40,050	1,536.17	19.20
STEP 3	41,512	1,592.25	19.90
STEP 4	43,030	1,650.47	20.63
STEP 5	44,613	1,711.19	21.39
STEP 6	45,436	1,742.76	21.78
STEP 7	46,274	1,774.90	22.19
STEP 8	47,133	1,807.85	22.60
STEP 9	48,005	1,841.29	23.02
STEP 10	48,894	1,875.39	23.44
STEP 11	49,802	1,910.22	23.88
STEP 12	50,729	1,945.77	24.32
STEP 13	51,673	1,981.98	24.77
STEP 14	52,645	2,019.27	25.24
STEP 15	53,648	2,057.74	25.72
STEP 16	54,670	2,096.94	26.21
STEP 17	55,712	2,136.90	26.71
STEP 18	56,776	2,177.71	27.22
STEP 19	57,860	2,219.29	27.74
STEP 20	58,965	2,261.68	28.27

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SCALE 14

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	39,658	1,521.13	19.01
STEP 1	41,104	1,576.60	19.71
STEP 2	42,610	1,634.36	20.43
STEP 3	44,174	1,694.35	21.18
STEP 4	45,800	1,756.72	21.96
STEP 5	47,492	1,821.62	22.77
STEP 6	48,374	1,855.45	23.19
STEP 7	49,271	1,889.85	23.62
STEP 8	50,188	1,925.02	24.06
STEP 9	51,123	1,960.89	24.51
STEP 10	52,073	1,997.33	24.97
STEP 11	53,061	2,035.22	25.44
STEP 12	54,073	2,074.04	25.93
STEP 13	55,107	2,113.70	26.42
STEP 14	56,158	2,154.01	26.93
STEP 15	57,231	2,195.17	27.44
STEP 16	58,326	2,237.17	27.96
STEP 17	59,442	2,279.97	28.50
STEP 18	60,580	2,323.62	29.05
STEP 19	61,741	2,368.15	29.60
STEP 20	62,925	2,413.57	30.17

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SCALE 15

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	42,186	1,618.10	20.23
STEP 1	43,738	1,677.63	20.97
STEP 2	45,347	1,739.34	21.74
STEP 3	47,020	1,803.51	22.54
STEP 4	48,764	1,870.41	23.38
STEP 5	50,575	1,939.87	24.25
STEP 6	51,517	1,976.00	24.70
STEP 7	52,482	2,013.01	25.16
STEP 8	53,483	2,051.41	25.64
STEP 9	54,500	2,090.42	26.13
STEP 10	55,541	2,130.34	26.63
STEP 11	56,601	2,171.00	27.14
STEP 12	57,681	2,212.43	27.66
STEP 13	58,786	2,254.81	28.19
STEP 14	59,911	2,297.96	28.72
STEP 15	61,059	2,341.99	29.27
STEP 16	62,230	2,386.91	29.84
STEP 17	63,423	2,432.67	30.41
STEP 18	64,639	2,479.31	30.99
STEP 19	65,880	2,526.91	31.59
STEP 20	67,144	2,575.39	32.19

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SCALE 16

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	44,898	1,722.12	21.53
STEP 1	46,554	1,785.64	22.32
STEP 2	48,280	1,851.84	23.15
STEP 3	50,070	1,920.50	24.01
STEP 4	51,934	1,991.99	24.90
STEP 5	53,903	2,067.52	25.84
STEP 6	54,933	2,107.02	26.34
STEP 7	55,982	2,147.26	26.84
STEP 8	57,050	2,188.22	27.35
STEP 9	58,139	2,229.99	27.87
STEP 10	59,253	2,272.72	28.41
STEP 11	60,387	2,316.22	28.95
STEP 12	61,547	2,360.71	29.51
STEP 13	62,727	2,405.97	30.07
STEP 14	63,930	2,452.11	30.65
STEP 15	65,158	2,499.22	31.24
STEP 16	66,413	2,547.35	31.84
STEP 17	67,691	2,596.37	32.45
STEP 18	68,992	2,646.27	33.08
STEP 19	70,318	2,697.13	33.71
STEP 20	71,671	2,749.03	34.36

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SCALE 17

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	47,795	1,833.24	22.92
STEP 1	49,567	1,901.21	23.77
STEP 2	51,412	1,971.97	24.65
STEP 3	53,351	2,046.34	25.58
STEP 4	55,384	2,124.32	26.55
STEP 5	57,502	2,205.56	27.57
STEP 6	58,601	2,247.71	28.10
STEP 7	59,719	2,290.60	28.63
STEP 8	60,864	2,334.51	29.18
STEP 9	62,032	2,379.31	29.74
STEP 10	63,223	2,425.00	30.31
STEP 11	64,435	2,471.48	30.89
STEP 12	65,675	2,519.05	31.49
STEP 13	66,938	2,567.49	32.09
STEP 14	68,226	2,616.89	32.71
STEP 15	69,539	2,667.25	33.34
STEP 16	70,882	2,718.77	33.98
STEP 17	72,247	2,771.12	34.64
STEP 18	73,643	2,824.67	35.31
STEP 19	75,065	2,879.21	35.99
STEP 20	76,513	2,934.75	36.68

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SCALE 18

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	50,897	1,952.22	24.40
STEP 1	52,807	2,025.48	25.32
STEP 2	54,819	2,102.65	26.28
STEP 3	56,912	2,182.93	27.29
STEP 4	59,088	2,266.39	28.33
STEP 5	61,350	2,353.16	29.41
STEP 6	62,528	2,398.34	29.98
STEP 7	63,724	2,444.21	30.55
STEP 8	64,952	2,491.31	31.14
STEP 9	66,201	2,539.22	31.74
STEP 10	67,475	2,588.09	32.35
STEP 11	68,774	2,637.91	32.97
STEP 12	70,098	2,688.70	33.61
STEP 13	71,450	2,740.55	34.26
STEP 14	72,827	2,793.37	34.92
STEP 15	74,233	2,847.30	35.59
STEP 16	75,667	2,902.30	36.28
STEP 17	77,130	2,958.42	36.98
STEP 18	78,620	3,015.57	37.69
STEP 19	80,140	3,073.87	38.42
STEP 20	81,680	3,132.94	39.16

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SCALE 19

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	54,257	2,081.10	26.01
STEP 1	56,328	2,160.53	27.01
STEP 2	58,482	2,243.15	28.04
STEP 3	60,718	2,328.91	29.11
STEP 4	63,045	2,418.17	30.23
STEP 5	65,468	2,511.11	31.39
STEP 6	66,725	2,559.32	31.99
STEP 7	68,011	2,608.65	32.61
STEP 8	69,323	2,658.97	33.24
STEP 9	70,659	2,710.21	33.88
STEP 10	72,020	2,762.42	34.53
STEP 11	73,412	2,815.81	35.20
STEP 12	74,829	2,870.16	35.88
STEP 13	76,275	2,925.62	36.57
STEP 14	77,749	2,982.16	37.28
STEP 15	79,253	3,039.85	38.00
STEP 16	80,790	3,098.80	38.74
STEP 17	82,330	3,157.87	39.47
STEP 18	83,892	3,217.78	40.22
STEP 19	85,488	3,279.00	40.99
STEP 20	87,110	3,341.21	41.77

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SCALE 20

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	57,878	2,219.98	27.75
STEP 1	60,095	2,305.02	28.81
STEP 2	62,396	2,393.28	29.92
STEP 3	64,793	2,485.22	31.07
STEP 4	67,284	2,580.76	32.26
STEP 5	69,875	2,680.14	33.50
STEP 6	71,222	2,731.81	34.15
STEP 7	72,596	2,784.51	34.81
STEP 8	73,997	2,838.25	35.48
STEP 9	75,425	2,893.02	36.16
STEP 10	76,885	2,949.02	36.86
STEP 11	78,371	3,006.02	37.58
STEP 12	79,889	3,064.24	38.30
STEP 13	81,432	3,123.42	39.04
STEP 14	82,980	3,182.80	39.79
STEP 15	84,560	3,243.40	40.54
STEP 16	86,169	3,305.12	41.31
STEP 17	87,809	3,368.02	42.10
STEP 18	89,484	3,432.27	42.90
STEP 19	91,188	3,497.63	43.72
STEP 20	92,930	3,564.44	44.56

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SCALE 21

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BASE	61,754	2,368.65	29.61
STEP 1	64,125	2,459.59	30.74
STEP 2	66,592	2,554.22	31.93
STEP 3	69,152	2,652.41	33.16
STEP 4	71,818	2,754.67	34.43
STEP 5	74,589	2,860.95	35.76
STEP 6	76,031	2,916.26	36.45
STEP 7	77,502	2,972.68	37.16
STEP 8	79,003	3,030.26	37.88
STEP 9	80,532	3,088.90	38.61
STEP 10	82,073	3,148.01	39.35
STEP 11	83,634	3,207.88	40.10
STEP 12	85,225	3,268.91	40.86
STEP 13	86,848	3,331.16	41.64
STEP 14	88,505	3,394.72	42.43
STEP 15	90,193	3,459.46	43.24
STEP 16	91,915	3,525.51	44.07
STEP 17	93,672	3,592.90	44.91
STEP 18	95,462	3,661.56	45.77
STEP 19	97,288	3,731.60	46.65
STEP 20	99,148	3,802.94	47.54

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

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SCALE 22

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	65,901	2,527.71	31.60
STEP 1	68,436	2,624.95	32.81
STEP 2	71,073	2,726.09	34.08
STEP 3	73,817	2,831.34	35.39
STEP 4	76,669	2,940.73	36.76
STEP 5	79,636	3,054.54	38.18
STEP 6	81,177	3,113.64	38.92
STEP 7	82,720	3,172.83	39.66
STEP 8	84,293	3,233.16	40.41
STEP 9	85,898	3,294.72	41.18
STEP 10	87,534	3,357.47	41.97
STEP 11	89,205	3,421.57	42.77
STEP 12	90,905	3,486.77	43.58
STEP 13	92,644	3,553.47	44.42
STEP 14	94,416	3,621.44	45.27
STEP 15	96,222	3,690.71	46.13
STEP 16	98,067	3,761.48	47.02
STEP 17	99,948	3,833.63	47.92
STEP 18	101,867	3,907.23	48.84
STEP 19	103,822	3,982.22	49.78
STEP 20	105,818	4,058.78	50.73

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SCALE 23

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	70,339	2,697.94	33.72
STEP 1	73,053	2,802.04	35.03
STEP 2	75,875	2,910.28	36.38
STEP 3	78,808	3,022.78	37.78
STEP 4	81,848	3,139.38	39.24
STEP 5	84,960	3,258.74	40.73
STEP 6	86,577	3,320.77	41.51
STEP 7	88,225	3,383.98	42.30
STEP 8	89,909	3,448.57	43.11
STEP 9	91,626	3,514.43	43.93
STEP 10	93,379	3,581.67	44.77
STEP 11	95,165	3,650.17	45.63
STEP 12	96,986	3,720.02	46.50
STEP 13	98,848	3,791.44	47.39
STEP 14	100,742	3,864.08	48.30
STEP 15	102,674	3,938.19	49.23
STEP 16	104,647	4,013.86	50.17
STEP 17	106,659	4,091.04	51.14
STEP 18	108,713	4,169.82	52.12
STEP 19	110,808	4,250.17	53.13
STEP 20	112,944	4,332.10	54.15

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SCALE 24

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	75,085	2,879.98	36.00
STEP 1	77,990	2,991.40	37.39
STEP 2	81,010	3,107.24	38.84
STEP 3	84,091	3,225.41	40.32
STEP 4	87,292	3,348.19	41.85
STEP 5	90,621	3,475.88	43.45
STEP 6	92,352	3,542.27	44.28
STEP 7	94,121	3,610.13	45.13
STEP 8	95,920	3,679.13	45.99
STEP 9	97,757	3,749.59	46.87
STEP 10	99,631	3,821.47	47.77
STEP 11	101,540	3,894.69	48.68
STEP 12	103,493	3,969.60	49.62
STEP 13	105,482	4,045.89	50.57
STEP 14	107,510	4,123.68	51.55
STEP 15	109,578	4,203.00	52.54
STEP 16	111,689	4,283.97	53.55
STEP 17	113,845	4,366.66	54.58
STEP 18	116,039	4,450.82	55.64
STEP 19	118,279	4,536.73	56.71
STEP 20	120,561	4,624.26	57.80

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SCALE 25

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	80,167	3,074.90	38.44
STEP 1	83,232	3,192.47	39.91
STEP 2	86,399	3,313.94	41.42
STEP 3	89,692	3,440.25	43.00
STEP 4	93,118	3,571.65	44.65
STEP 5	96,681	3,708.32	46.35
STEP 6	98,532	3,779.31	47.24
STEP 7	100,425	3,851.92	48.15
STEP 8	102,350	3,925.76	49.07
STEP 9	104,316	4,001.17	50.01
STEP 10	106,320	4,078.03	50.98
STEP 11	108,365	4,156.47	51.96
STEP 12	110,452	4,236.52	52.96
STEP 13	112,581	4,318.18	53.98
STEP 14	114,750	4,401.37	55.02
STEP 15	116,965	4,486.33	56.08
STEP 16	119,221	4,572.87	57.16
STEP 17	121,525	4,661.24	58.27
STEP 18	123,873	4,751.30	59.39
STEP 19	126,268	4,843.16	60.54
STEP 20	128,710	4,936.83	61.71

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SCALE 26

	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	85,513	3,279.96	41.00
STEP 1	88,775	3,405.07	42.56
STEP 2	92,162	3,534.99	44.19
STEP 3	95,687	3,670.19	45.88
STEP 4	99,354	3,810.84	47.64
STEP 5	103,165	3,957.02	49.46
STEP 6	105,146	4,033.00	50.41
STEP 7	107,168	4,110.56	51.38
STEP 8	109,229	4,189.61	52.37
STEP 9	111,335	4,270.39	53.38
STEP 10	113,479	4,352.62	54.41
STEP 11	115,667	4,436.55	55.46
STEP 12	117,899	4,522.16	56.53
STEP 13	120,178	4,609.57	57.62
STEP 14	122,499	4,698.60	58.73
STEP 15	124,866	4,789.39	59.87
STEP 16	127,285	4,882.17	61.03
STEP 17	129,752	4,976.79	62.21
STEP 18	132,266	5,073.22	63.42
STEP 19	134,830	5,171.57	64.64
STEP 20	137,444	5,271.83	65.90

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