

Salary Scales / Hourly

Fiscal Year 2020

For Graded Sate Employees in Bargaining Units A, B, C, D, F, and H effective January 1, 2020

<u>SCALE 05</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	23,977	917.16	11.46
STEP 1	24,792	948.33	11.85
STEP 2	25,639	980.73	12.26
STEP 3	26,521	1,014.47	12.68
STEP 4	27,436	1,049.47	13.12
STEP 5	28,389	1,085.92	13.57
STEP 6	28,886	1,104.93	13.81
STEP 7	29,388	1,124.14	14.05
STEP 8	29,907	1,143.99	14.3
STEP 9	30,431	1,164.03	14.55
STEP 10	30,968	1,184.57	14.81
STEP 11	31,516	1,205.54	15.07
STEP 12	32,072	1,226.80	15.34
STEP 13	32,642	1,248.61	15.61
STEP 14	33,223	1,270.83	15.89
STEP 15	33,814	1,293.44	16.17
STEP 16	34,418	1,316.54	16.46
STEP 17	35,035	1,340.14	16.75
STEP 18	35,661	1,364.09	17.05
STEP 19	36,300	1,388.53	17.36
STEP 20	36,952	1,413.47	17.67

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<u>SCALE 06</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	25,401	971.63	12.15
STEP 1	26,274	1,005.02	12.56
STEP 2	27,178	1,039.60	13
STEP 3	28,124	1,075.79	13.45
STEP 4	29,102	1,113.20	13.92
STEP 5	30,122	1,152.21	14.4
STEP 6	30,653	1,172.52	14.66
STEP 7	31,193	1,193.18	14.91
STEP 8	31,747	1,214.37	15.18
STEP 9	32,307	1,235.79	15.45
STEP 10	32,882	1,257.79	15.72
STEP 11	33,468	1,280.20	16
STEP 12	34,067	1,303.11	16.29
STEP 13	34,672	1,326.26	16.58
STEP 14	35,294	1,350.05	16.88
STEP 15	35,930	1,374.38	17.18
STEP 16	36,576	1,399.09	17.49
STEP 17	37,235	1,424.29	17.8
STEP 18	37,903	1,449.85	18.12
STEP 19	38,587	1,476.01	18.45
STEP 20	39,284	1,502.67	18.78

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<u>SCALE 07</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	26,929	1,030.08	12.88
STEP 1	27,861	1,065.73	13.32
STEP 2	28,831	1,102.83	13.79
STEP 3	29,841	1,141.46	14.27
STEP 4	30,890	1,181.59	14.77
STEP 5	31,981	1,223.32	15.29
STEP 6	32,547	1,244.97	15.56
STEP 7	33,125	1,267.08	15.84
STEP 8	33,715	1,289.65	16.12
STEP 9	34,319	1,312.75	16.41
STEP 10	34,933	1,336.24	16.7
STEP 11	35,560	1,360.22	17
STEP 12	36,197	1,384.59	17.31
STEP 13	36,848	1,409.49	17.62
STEP 14	37,516	1,435.04	17.94
STEP 15	38,193	1,460.94	18.26
STEP 16	38,884	1,487.37	18.59
STEP 17	39,591	1,514.41	18.93
STEP 18	40,309	1,541.88	19.27
STEP 19	41,042	1,569.92	19.62
STEP 20	41,786	1,598.38	19.98

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<u>SCALE 08</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	28,559	1,092.43	13.66
STEP 1	29,558	1,130.64	14.13
STEP 2	30,596	1,170.34	14.63
STEP 3	31,674	1,211.58	15.14
STEP 4	32,798	1,254.57	15.68
STEP 5	33,966	1,299.25	16.24
STEP 6	34,570	1,322.35	16.53
STEP 7	35,189	1,346.03	16.83
STEP 8	35,822	1,370.25	17.13
STEP 9	36,467	1,394.92	17.44
STEP 10	37,124	1,420.05	17.75
STEP 11	37,793	1,445.64	18.07
STEP 12	38,477	1,471.80	18.4
STEP 13	39,173	1,498.43	18.73
STEP 14	39,885	1,525.66	19.07
STEP 15	40,612	1,553.47	19.42
STEP 16	41,351	1,581.74	19.77
STEP 17	42,107	1,610.66	20.13
STEP 18	42,875	1,640.03	20.5
STEP 19	43,656	1,669.91	20.87
STEP 20	44,455	1,700.47	21.26

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<u>SCALE 09</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	30,307	1,159.29	14.49
STEP 1	31,374	1,200.10	15
STEP 2	32,485	1,242.60	15.53
STEP 3	33,639	1,286.74	16.08
STEP 4	34,840	1,332.68	16.66
STEP 5	36,091	1,380.54	17.26
STEP 6	36,740	1,405.36	17.57
STEP 7	37,403	1,430.72	17.88
STEP 8	38,077	1,456.50	18.21
STEP 9	38,768	1,482.93	18.54
STEP 10	39,469	1,509.75	18.87
STEP 11	40,189	1,537.29	19.22
STEP 12	40,919	1,565.21	19.57
STEP 13	41,664	1,593.71	19.92
STEP 14	42,426	1,622.86	20.29
STEP 15	43,203	1,652.58	20.66
STEP 16	43,993	1,682.80	21.04
STEP 17	44,800	1,713.67	21.42
STEP 18	45,624	1,745.19	21.81
STEP 19	46,464	1,777.32	22.22
STEP 20	47,317	1,809.94	22.62

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<u>SCALE 10</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	32,176	1,230.78	15.38
STEP 1	33,317	1,274.43	15.93
STEP 2	34,505	1,319.87	16.5
STEP 3	35,741	1,367.15	17.09
STEP 4	37,028	1,416.38	17.7
STEP 5	38,364	1,467.48	18.34
STEP 6	39,059	1,494.07	18.68
STEP 7	39,768	1,521.19	19.01
STEP 8	40,489	1,548.76	19.36
STEP 9	41,228	1,577.03	19.71
STEP 10	41,982	1,605.87	20.07
STEP 11	42,749	1,635.21	20.44
STEP 12	43,532	1,665.16	20.81
STEP 13	44,331	1,695.73	21.2
STEP 14	45,143	1,726.79	21.58
STEP 15	45,975	1,758.61	21.98
STEP 16	46,821	1,790.97	22.39
STEP 17	47,684	1,823.98	22.8
STEP 18	48,564	1,857.64	23.22
STEP 19	49,462	1,891.99	23.65
STEP 20	50,377	1,926.99	24.09

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<u>SCALE 11</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	34,174	1,307.21	16.34
STEP 1	35,397	1,353.99	16.92
STEP 2	36,668	1,402.61	17.53
STEP 3	37,991	1,453.21	18.17
STEP 4	39,364	1,505.73	18.82
STEP 5	40,796	1,560.51	19.51
STEP 6	41,539	1,588.93	19.86
STEP 7	42,298	1,617.96	20.22
STEP 8	43,072	1,647.57	20.59
STEP 9	43,862	1,677.79	20.97
STEP 10	44,665	1,708.50	21.36
STEP 11	45,487	1,739.94	21.75
STEP 12	46,324	1,771.96	22.15
STEP 13	47,178	1,804.63	22.56
STEP 14	48,051	1,838.02	22.98
STEP 15	48,940	1,872.03	23.4
STEP 16	49,847	1,906.72	23.83
STEP 17	50,773	1,942.14	24.28
STEP 18	51,717	1,978.25	24.73
STEP 19	52,678	2,015.01	25.19
STEP 20	53,658	2,052.50	25.66

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<u>SCALE 12</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	36,312	1,388.99	17.36
STEP 1	37,620	1,439.02	17.99
STEP 2	38,982	1,491.12	18.64
STEP 3	40,397	1,545.25	19.32
STEP 4	41,871	1,601.63	20.02
STEP 5	43,400	1,660.11	20.75
STEP 6	44,195	1,690.52	21.13
STEP 7	45,005	1,721.51	21.52
STEP 8	45,835	1,753.26	21.92
STEP 9	46,676	1,785.43	22.32
STEP 10	47,539	1,818.44	22.73
STEP 11	48,418	1,852.06	23.15
STEP 12	49,314	1,886.33	23.58
STEP 13	50,227	1,921.26	24.02
STEP 14	51,162	1,957.02	24.46
STEP 15	52,113	1,993.40	24.92
STEP 16	53,082	2,030.46	25.38
STEP 17	54,071	2,068.29	25.85
STEP 18	55,099	2,107.62	26.35
STEP 19	56,147	2,147.70	26.85
STEP 20	57,214	2,188.52	27.36

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<u>SCALE 13</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	38,601	1,476.55	18.46
STEP 1	40,002	1,530.14	19.13
STEP 2	41,459	1,585.87	19.82
STEP 3	42,972	1,643.74	20.55
STEP 4	44,544	1,703.87	21.3
STEP 5	46,183	1,766.57	22.08
STEP 6	47,034	1,799.12	22.49
STEP 7	47,902	1,832.32	22.9
STEP 8	48,791	1,866.33	23.33
STEP 9	49,694	1,900.87	23.76
STEP 10	50,614	1,936.06	24.2
STEP 11	51,554	1,972.02	24.65
STEP 12	52,513	2,008.70	25.11
STEP 13	53,490	2,046.07	25.58
STEP 14	54,497	2,084.59	26.06
STEP 15	55,535	2,124.29	26.55
STEP 16	56,593	2,164.76	27.06
STEP 17	57,671	2,206.00	27.58
STEP 18	58,772	2,248.11	28.1
STEP 19	59,895	2,291.07	28.64
STEP 20	61,038	2,334.79	29.18

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<u>SCALE 14</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	41,053	1,570.34	19.63
STEP 1	42,550	1,627.60	20.35
STEP 2	44,109	1,687.23	21.09
STEP 3	45,727	1,749.13	21.86
STEP 4	47,410	1,813.50	22.67
STEP 5	49,162	1,880.52	23.51
STEP 6	50,075	1,915.44	23.94
STEP 7	51,004	1,950.98	24.39
STEP 8	51,953	1,987.28	24.84
STEP 9	52,921	2,024.31	25.3
STEP 10	53,905	2,061.94	25.77
STEP 11	54,927	2,101.04	26.26
STEP 12	55,975	2,141.13	26.76
STEP 13	57,045	2,182.05	27.28
STEP 14	58,133	2,223.67	27.8
STEP 15	59,244	2,266.17	28.33
STEP 16	60,377	2,309.51	28.87
STEP 17	61,533	2,353.73	29.42
STEP 18	62,710	2,398.75	29.98
STEP 19	63,912	2,444.73	30.56
STEP 20	65,138	2,491.62	31.15

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<u>SCALE 15</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	43,669	1,670.40	20.88
STEP 1	45,276	1,731.87	21.65
STEP 2	46,942	1,795.60	22.45
STEP 3	48,674	1,861.85	23.27
STEP 4	50,479	1,930.90	24.14
STEP 5	52,353	2,002.58	25.03
STEP 6	53,329	2,039.91	25.5
STEP 7	54,328	2,078.13	25.98
STEP 8	55,364	2,117.75	26.47
STEP 9	56,417	2,158.03	26.98
STEP 10	57,494	2,199.23	27.49
STEP 11	58,592	2,241.23	28.02
STEP 12	59,710	2,283.99	28.55
STEP 13	60,853	2,327.72	29.1
STEP 14	62,018	2,372.28	29.65
STEP 15	63,206	2,417.72	30.22
STEP 16	64,419	2,464.12	30.8
STEP 17	65,654	2,511.36	31.39
STEP 18	66,912	2,559.48	31.99
STEP 19	68,197	2,608.63	32.61
STEP 20	69,505	2,658.67	33.23

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<u>SCALE 16</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	46,477	1,777.81	22.22
STEP 1	48,191	1,843.38	23.04
STEP 2	49,978	1,911.73	23.9
STEP 3	51,831	1,982.61	24.78
STEP 4	53,760	2,056.40	25.71
STEP 5	55,799	2,134.39	26.68
STEP 6	56,865	2,175.17	27.19
STEP 7	57,950	2,216.67	27.71
STEP 8	59,057	2,259.02	28.24
STEP 9	60,183	2,302.09	28.78
STEP 10	61,337	2,346.23	29.33
STEP 11	62,510	2,391.10	29.89
STEP 12	63,711	2,437.04	30.46
STEP 13	64,933	2,483.78	31.05
STEP 14	66,178	2,531.40	31.64
STEP 15	67,449	2,580.02	32.25
STEP 16	68,749	2,629.75	32.87
STEP 17	70,071	2,680.32	33.5
STEP 18	71,418	2,731.84	34.15
STEP 19	72,791	2,784.36	34.8
STEP 20	74,191	2,837.91	35.47

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<u>SCALE 17</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	49,476	1,892.53	23.66
STEP 1	51,310	1,962.68	24.53
STEP 2	53,221	2,035.78	25.45
STEP 3	55,227	2,112.51	26.41
STEP 4	57,331	2,192.99	27.41
STEP 5	59,524	2,276.88	28.46
STEP 6	60,662	2,320.41	29.01
STEP 7	61,819	2,364.67	29.56
STEP 8	63,005	2,410.03	30.13
STEP 9	64,214	2,456.28	30.7
STEP 10	65,447	2,503.44	31.29
STEP 11	66,701	2,551.41	31.89
STEP 12	67,985	2,600.52	32.51
STEP 13	69,292	2,650.52	33.13
STEP 14	70,626	2,701.55	33.77
STEP 15	71,984	2,753.49	34.42
STEP 16	73,375	2,806.70	35.08
STEP 17	74,788	2,860.75	35.76
STEP 18	76,233	2,916.02	36.45
STEP 19	77,705	2,972.33	37.15
STEP 20	79,203	3,029.63	37.87

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<u>SCALE 18</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	52,687	2,015.35	25.19
STEP 1	54,665	2,091.02	26.14
STEP 2	56,747	2,170.66	27.13
STEP 3	58,913	2,253.51	28.17
STEP 4	61,166	2,339.69	29.25
STEP 5	63,507	2,429.23	30.37
STEP 6	64,727	2,475.90	30.95
STEP 7	65,965	2,523.26	31.54
STEP 8	67,236	2,571.87	32.15
STEP 9	68,529	2,621.33	32.77
STEP 10	69,848	2,671.79	33.4
STEP 11	71,192	2,723.20	34.04
STEP 12	72,563	2,775.64	34.7
STEP 13	73,963	2,829.19	35.36
STEP 14	75,388	2,883.70	36.05
STEP 15	76,844	2,939.39	36.74
STEP 16	78,328	2,996.16	37.45
STEP 17	79,842	3,054.07	38.18
STEP 18	81,385	3,113.09	38.91
STEP 19	82,958	3,173.26	39.67
STEP 20	84,552	3,234.23	40.43

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<u>SCALE 19</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	56,165	2,148.39	26.85
STEP 1	58,309	2,230.40	27.88
STEP 2	60,539	2,315.70	28.95
STEP 3	62,853	2,404.22	30.05
STEP 4	65,262	2,496.37	31.2
STEP 5	67,770	2,592.30	32.4
STEP 6	69,071	2,642.07	33.03
STEP 7	70,403	2,693.02	33.66
STEP 8	71,761	2,744.96	34.31
STEP 9	73,144	2,797.86	34.97
STEP 10	74,553	2,851.76	35.65
STEP 11	75,994	2,906.88	36.34
STEP 12	77,461	2,962.99	37.04
STEP 13	78,957	3,020.22	37.75
STEP 14	80,483	3,078.59	38.48
STEP 15	82,040	3,138.15	39.23
STEP 16	83,630	3,198.97	39.99
STEP 17	85,225	3,259.98	40.75
STEP 18	86,842	3,321.83	41.52
STEP 19	88,494	3,385.02	42.31
STEP 20	90,173	3,449.25	43.12

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<u>SCALE 20</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	59,914	2,291.80	28.65
STEP 1	62,208	2,379.55	29.74
STEP 2	64,590	2,470.66	30.88
STEP 3	67,071	2,565.56	32.07
STEP 4	69,650	2,664.21	33.3
STEP 5	72,332	2,766.80	34.59
STEP 6	73,727	2,820.16	35.25
STEP 7	75,148	2,874.52	35.93
STEP 8	76,599	2,930.02	36.63
STEP 9	78,078	2,986.60	37.33
STEP 10	79,589	3,044.39	38.05
STEP 11	81,126	3,103.19	38.79
STEP 12	82,698	3,163.32	39.54
STEP 13	84,296	3,224.44	40.31
STEP 14	85,897	3,285.68	41.07
STEP 15	87,533	3,348.26	41.85
STEP 16	89,198	3,411.95	42.65
STEP 17	90,897	3,476.94	43.46
STEP 18	92,630	3,543.23	44.29
STEP 19	94,394	3,610.70	45.13
STEP 20	96,197	3,679.67	46

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 21</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	63,925	2,445.22	30.57
STEP 1	66,380	2,539.13	31.74
STEP 2	68,933	2,636.79	32.96
STEP 3	71,583	2,738.15	34.23
STEP 4	74,344	2,843.76	35.55
STEP 5	77,211	2,953.43	36.92
STEP 6	78,705	3,010.58	37.63
STEP 7	80,227	3,068.80	38.36
STEP 8	81,781	3,128.24	39.1
STEP 9	83,364	3,188.79	39.86
STEP 10	84,959	3,249.80	40.62
STEP 11	86,575	3,311.62	41.4
STEP 12	88,222	3,374.62	42.18
STEP 13	89,902	3,438.88	42.99
STEP 14	91,617	3,504.48	43.81
STEP 15	93,364	3,571.31	44.64
STEP 16	95,147	3,639.51	45.49
STEP 17	96,966	3,709.09	46.36
STEP 18	98,819	3,779.97	47.25
STEP 19	100,709	3,852.26	48.15
STEP 20	102,634	3,925.90	49.07

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<u>SCALE 22</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	68,218	2,609.44	32.62
STEP 1	70,843	2,709.85	33.87
STEP 2	73,572	2,814.23	35.18
STEP 3	76,413	2,922.91	36.54
STEP 4	79,365	3,035.82	37.95
STEP 5	82,437	3,153.33	39.42
STEP 6	84,031	3,214.31	40.18
STEP 7	85,629	3,275.43	40.94
STEP 8	87,257	3,337.70	41.72
STEP 9	88,918	3,401.24	42.52
STEP 10	90,612	3,466.04	43.33
STEP 11	92,342	3,532.21	44.15
STEP 12	94,101	3,599.50	44.99
STEP 13	95,902	3,668.39	45.85
STEP 14	97,736	3,738.54	46.73
STEP 15	99,606	3,810.07	47.63
STEP 16	101,515	3,883.09	48.54
STEP 17	103,462	3,957.57	49.47
STEP 18	105,449	4,033.57	50.42
STEP 19	107,473	4,110.99	51.39
STEP 20	109,539	4,190.02	52.38

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 23</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	72,812	2,785.16	34.81
STEP 1	75,622	2,892.65	36.16
STEP 2	78,543	3,004.38	37.55
STEP 3	81,580	3,120.55	39.01
STEP 4	84,726	3,240.89	40.51
STEP 5	87,947	3,364.10	42.05
STEP 6	89,621	3,428.13	42.85
STEP 7	91,328	3,493.43	43.67
STEP 8	93,070	3,560.06	44.5
STEP 9	94,848	3,628.07	45.35
STEP 10	96,662	3,697.46	46.22
STEP 11	98,511	3,768.19	47.1
STEP 12	100,396	3,840.29	48
STEP 13	102,324	3,914.04	48.93
STEP 14	104,284	3,989.01	49.86
STEP 15	106,284	4,065.51	50.82
STEP 16	108,327	4,143.66	51.8
STEP 17	110,409	4,223.30	52.79
STEP 18	112,535	4,304.62	53.81
STEP 19	114,704	4,387.59	54.84
STEP 20	116,915	4,472.16	55.9

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<u>SCALE 24</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	77,725	2,973.09	37.16
STEP 1	80,732	3,088.11	38.6
STEP 2	83,859	3,207.73	40.1
STEP 3	87,048	3,329.71	41.62
STEP 4	90,361	3,456.44	43.21
STEP 5	93,808	3,588.29	44.85
STEP 6	95,599	3,656.80	45.71
STEP 7	97,430	3,726.84	46.59
STEP 8	99,292	3,798.06	47.48
STEP 9	101,194	3,870.81	48.39
STEP 10	103,134	3,945.02	49.31
STEP 11	105,110	4,020.61	50.26
STEP 12	107,132	4,097.95	51.22
STEP 13	109,191	4,176.71	52.21
STEP 14	111,290	4,257.00	53.21
STEP 15	113,430	4,338.86	54.24
STEP 16	115,616	4,422.47	55.28
STEP 17	117,848	4,507.85	56.35
STEP 18	120,119	4,594.72	57.43
STEP 19	122,438	4,683.43	58.54
STEP 20	124,799	4,773.74	59.67

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<u>SCALE 25</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	82,986	3,174.33	39.68
STEP 1	86,159	3,295.70	41.2
STEP 2	89,436	3,421.05	42.76
STEP 3	92,846	3,551.49	44.39
STEP 4	96,392	3,687.13	46.09
STEP 5	100,080	3,828.20	47.85
STEP 6	101,996	3,901.49	48.77
STEP 7	103,956	3,976.46	49.71
STEP 8	105,948	4,052.66	50.66
STEP 9	107,984	4,130.54	51.63
STEP 10	110,058	4,209.87	52.62
STEP 11	112,175	4,290.85	53.64
STEP 12	114,336	4,373.51	54.67
STEP 13	116,539	4,457.78	55.72
STEP 14	118,784	4,543.66	56.8
STEP 15	121,077	4,631.37	57.89
STEP 16	123,413	4,720.72	59.01
STEP 17	125,797	4,811.91	60.15
STEP 18	128,228	4,904.90	61.31
STEP 19	130,707	4,999.73	62.5
STEP 20	133,235	5,096.43	63.71

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 26</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
BASE	88,520	3,386.02	42.33
STEP 1	91,896	3,515.15	43.94
STEP 2	95,402	3,649.26	45.62
STEP 3	99,051	3,788.84	47.36
STEP 4	102,847	3,934.04	49.18
STEP 5	106,792	4,084.94	51.06
STEP 6	108,843	4,163.40	52.04
STEP 7	110,936	4,243.46	53.04
STEP 8	113,070	4,325.09	54.06
STEP 9	115,249	4,408.44	55.11
STEP 10	117,469	4,493.35	56.17
STEP 11	119,734	4,579.99	57.25
STEP 12	122,044	4,668.35	58.35
STEP 13	124,403	4,758.59	59.48
STEP 14	126,806	4,850.51	60.63
STEP 15	129,256	4,944.22	61.8
STEP 16	131,760	5,040.01	63
STEP 17	134,314	5,137.70	64.22
STEP 18	136,916	5,237.23	65.47
STEP 19	139,571	5,338.79	66.73
STEP 20	142,276	5,442.26	68.03

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