

**Standard Bargaining Unit Salary Scales / Hourly
Fiscal Year 2024 (LEAP YEAR)
Effective July 1, 2023**

<u>SCALE 05</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
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	35,041	1,340.37	16.75
STEP 10	35,379	1,353.30	16.92
STEP 11	36,005	1,377.25	17.22
STEP 12	36,640	1,401.54	17.52
STEP 13	37,292	1,426.47	17.83
STEP 14	37,957	1,451.91	18.15
STEP 15	38,631	1,477.69	18.47
STEP 16	39,321	1,504.09	18.80
STEP 17	40,024	1,530.98	19.14
STEP 18	40,740	1,558.37	19.48
STEP 19	41,470	1,586.29	19.83
STEP 20	42,215	1,614.79	20.18
STEP 21	43,059	1,647.07	20.59
STEP 22	43,921	1,680.04	21.00
STEP 23	44,800	1,713.67	21.42
STEP 24	45,696	1,747.94	21.85

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<u>SCALE 06</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
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	35,041	1,340.37	16.75
STEP 7	35,636	1,363.13	17.04
STEP 8	36,271	1,387.42	17.34
STEP 9	36,909	1,411.82	17.65
STEP 10	37,565	1,436.92	17.96
STEP 11	38,235	1,462.55	18.28
STEP 12	38,920	1,488.75	18.61
STEP 13	39,611	1,515.18	18.94
STEP 14	40,320	1,542.30	19.28
STEP 15	41,047	1,570.11	19.63
STEP 16	41,784	1,598.30	19.98
STEP 17	42,539	1,627.18	20.34
STEP 18	43,303	1,656.40	20.71
STEP 19	44,083	1,686.24	21.08
STEP 20	44,878	1,716.65	21.46
STEP 21	45,776	1,751.00	21.89
STEP 22	46,692	1,786.04	22.33
STEP 23	47,626	1,821.76	22.77
STEP 24	48,579	1,858.22	23.23

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<u>SCALE 07</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	0	0.00	0.00
STEP 3	35,041	1,340.37	16.75
STEP 4	35,289	1,349.86	16.87
STEP 5	36,537	1,397.60	17.47
STEP 6	37,184	1,422.34	17.78
STEP 7	37,845	1,447.63	18.10
STEP 8	38,519	1,473.41	18.42
STEP 9	39,208	1,499.76	18.75
STEP 10	39,908	1,526.54	19.08
STEP 11	40,626	1,554.01	19.43
STEP 12	41,351	1,581.74	19.77
STEP 13	42,097	1,610.27	20.13
STEP 14	42,860	1,639.46	20.49
STEP 15	43,633	1,669.03	20.86
STEP 16	44,421	1,699.17	21.24
STEP 17	45,228	1,730.04	21.63
STEP 18	46,051	1,761.52	22.02
STEP 19	46,888	1,793.54	22.42
STEP 20	47,738	1,826.05	22.83
STEP 21	48,692	1,862.54	23.28
STEP 22	49,666	1,899.80	23.75
STEP 23	50,660	1,937.82	24.22
STEP 24	51,674	1,976.61	24.71

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<u>SCALE 08</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	35,041	1,340.37	16.75
STEP 3	36,185	1,384.13	17.30
STEP 4	37,468	1,433.21	17.92
STEP 5	38,804	1,484.31	18.55
STEP 6	39,495	1,510.74	18.88
STEP 7	40,201	1,537.75	19.22
STEP 8	40,925	1,565.44	19.57
STEP 9	41,660	1,593.56	19.92
STEP 10	42,411	1,622.28	20.28
STEP 11	43,175	1,651.51	20.64
STEP 12	43,957	1,681.42	21.02
STEP 13	44,752	1,711.83	21.40
STEP 14	45,565	1,742.93	21.79
STEP 15	46,396	1,774.72	22.18
STEP 16	47,241	1,807.04	22.59
STEP 17	48,104	1,840.05	23.00
STEP 18	48,981	1,873.60	23.42
STEP 19	49,872	1,907.68	23.85
STEP 20	50,784	1,942.56	24.28
STEP 21	51,801	1,981.46	24.77
STEP 22	52,838	2,021.13	25.26
STEP 23	53,895	2,061.56	25.77
STEP 24	54,973	2,102.80	26.29

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<u>SCALE 09</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	37,112	1,419.59	17.74
STEP 3	38,431	1,470.04	18.38
STEP 4	39,802	1,522.49	19.03
STEP 5	41,231	1,577.15	19.71
STEP 6	41,972	1,605.49	20.07
STEP 7	42,730	1,634.49	20.43
STEP 8	43,500	1,663.94	20.80
STEP 9	44,290	1,694.16	21.18
STEP 10	45,091	1,724.80	21.56
STEP 11	45,913	1,756.24	21.95
STEP 12	46,747	1,788.14	22.35
STEP 13	47,598	1,820.69	22.76
STEP 14	48,470	1,854.05	23.18
STEP 15	49,356	1,887.94	23.60
STEP 16	50,258	1,922.44	24.03
STEP 17	51,179	1,957.67	24.47
STEP 18	52,122	1,993.74	24.92
STEP 19	53,080	2,030.39	25.38
STEP 20	54,056	2,067.72	25.85
STEP 21	55,137	2,109.07	26.36
STEP 22	56,240	2,151.26	26.89
STEP 23	57,365	2,194.29	27.43
STEP 24	58,513	2,238.21	27.98

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<u>SCALE 10</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	39,421	1,507.91	18.85
STEP 3	40,831	1,561.85	19.52
STEP 4	42,301	1,618.08	20.23
STEP 5	43,828	1,676.49	20.96
STEP 6	44,621	1,706.82	21.34
STEP 7	45,431	1,737.80	21.72
STEP 8	46,254	1,769.28	22.12
STEP 9	47,099	1,801.61	22.52
STEP 10	47,961	1,834.58	22.93
STEP 11	48,837	1,868.09	23.35
STEP 12	49,732	1,902.32	23.78
STEP 13	50,645	1,937.25	24.22
STEP 14	51,573	1,972.74	24.66
STEP 15	52,522	2,009.04	25.11
STEP 16	53,489	2,046.03	25.58
STEP 17	54,475	2,083.75	26.05
STEP 18	55,479	2,122.15	26.53
STEP 19	56,506	2,161.44	27.02
STEP 20	57,550	2,201.37	27.52
STEP 21	58,703	2,245.47	28.07
STEP 22	59,877	2,290.38	28.63
STEP 23	61,075	2,336.21	29.20
STEP 24	62,297	2,382.95	29.79

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<u>SCALE 11</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	41,890	1,602.35	20.03
STEP 3	43,401	1,660.15	20.75
STEP 4	44,970	1,720.17	21.50
STEP 5	46,606	1,782.75	22.28
STEP 6	47,455	1,815.22	22.69
STEP 7	48,321	1,848.35	23.10
STEP 8	49,206	1,882.20	23.53
STEP 9	50,109	1,916.74	23.96
STEP 10	51,027	1,951.86	24.40
STEP 11	51,963	1,987.66	24.85
STEP 12	52,922	2,024.34	25.30
STEP 13	53,896	2,061.60	25.77
STEP 14	54,894	2,099.78	26.25
STEP 15	55,910	2,138.64	26.73
STEP 16	56,946	2,178.27	27.23
STEP 17	58,003	2,218.70	27.73
STEP 18	59,082	2,259.97	28.25
STEP 19	60,179	2,301.93	28.77
STEP 20	61,297	2,344.70	29.31
STEP 21	62,524	2,391.63	29.90
STEP 22	63,776	2,439.52	30.49
STEP 23	65,052	2,488.33	31.10
STEP 24	66,354	2,538.14	31.73

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<u>SCALE 12</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	44,534	1,703.49	21.29
STEP 3	46,151	1,765.34	22.07
STEP 4	47,834	1,829.72	22.87
STEP 5	49,581	1,896.55	23.71
STEP 6	50,488	1,931.24	24.14
STEP 7	51,415	1,966.70	24.58
STEP 8	52,362	2,002.92	25.04
STEP 9	53,323	2,039.68	25.50
STEP 10	54,308	2,077.36	25.97
STEP 11	55,314	2,115.84	26.45
STEP 12	56,338	2,155.01	26.94
STEP 13	57,380	2,194.87	27.44
STEP 14	58,449	2,235.76	27.95
STEP 15	59,534	2,277.26	28.47
STEP 16	60,641	2,319.61	29.00
STEP 17	61,771	2,362.83	29.54
STEP 18	62,944	2,407.70	30.10
STEP 19	64,142	2,453.52	30.67
STEP 20	65,361	2,500.15	31.25
STEP 21	66,669	2,550.19	31.88
STEP 22	68,002	2,601.17	32.51
STEP 23	69,363	2,653.23	33.17
STEP 24	70,751	2,706.33	33.83

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<u>SCALE 13</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	47,364	1,811.74	22.65
STEP 3	49,092	1,877.84	23.47
STEP 4	50,887	1,946.50	24.33
STEP 5	52,759	2,018.11	25.23
STEP 6	53,733	2,055.37	25.69
STEP 7	54,725	2,093.31	26.17
STEP 8	55,739	2,132.10	26.65
STEP 9	56,770	2,171.54	27.14
STEP 10	57,822	2,211.78	27.65
STEP 11	58,896	2,252.86	28.16
STEP 12	59,991	2,294.74	28.68
STEP 13	61,107	2,337.43	29.22
STEP 14	62,257	2,381.42	29.77
STEP 15	63,443	2,426.79	30.33
STEP 16	64,652	2,473.03	30.91
STEP 17	65,883	2,520.12	31.50
STEP 18	67,141	2,568.24	32.10
STEP 19	68,423	2,617.28	32.72
STEP 20	69,729	2,667.23	33.34
STEP 21	71,124	2,720.60	34.01
STEP 22	72,547	2,775.03	34.69
STEP 23	73,998	2,830.53	35.38
STEP 24	75,478	2,887.14	36.09

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<u>SCALE 14</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	50,392	1,927.57	24.09
STEP 3	52,240	1,998.26	24.98
STEP 4	54,161	2,071.74	25.90
STEP 5	56,164	2,148.35	26.85
STEP 6	57,206	2,188.21	27.35
STEP 7	58,268	2,228.84	27.86
STEP 8	59,351	2,270.26	28.38
STEP 9	60,459	2,312.64	28.91
STEP 10	61,581	2,355.56	29.44
STEP 11	62,749	2,400.24	30.00
STEP 12	63,945	2,445.99	30.57
STEP 13	65,168	2,492.77	31.16
STEP 14	66,411	2,540.32	31.75
STEP 15	67,681	2,588.90	32.36
STEP 16	68,974	2,638.35	32.98
STEP 17	70,294	2,688.85	33.61
STEP 18	71,640	2,740.33	34.25
STEP 19	73,014	2,792.89	34.91
STEP 20	74,414	2,846.44	35.58
STEP 21	75,903	2,903.40	36.29
STEP 22	77,422	2,961.50	37.02
STEP 23	78,971	3,020.75	37.76
STEP 24	80,551	3,081.19	38.51

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<u>SCALE 15</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	53,627	2,051.31	25.64
STEP 3	55,606	2,127.01	26.59
STEP 4	57,667	2,205.85	27.57
STEP 5	59,808	2,287.74	28.60
STEP 6	60,924	2,330.43	29.13
STEP 7	62,064	2,374.04	29.68
STEP 8	63,249	2,419.37	30.24
STEP 9	64,451	2,465.34	30.82
STEP 10	65,680	2,512.35	31.40
STEP 11	66,934	2,560.32	32.00
STEP 12	68,213	2,609.25	32.62
STEP 13	69,518	2,659.16	33.24
STEP 14	70,849	2,710.08	33.88
STEP 15	72,207	2,762.02	34.53
STEP 16	73,591	2,814.96	35.19
STEP 17	75,003	2,868.97	35.86
STEP 18	76,440	2,923.94	36.55
STEP 19	77,907	2,980.05	37.25
STEP 20	79,403	3,037.28	37.97
STEP 21	80,993	3,098.10	38.73
STEP 22	82,612	3,160.03	39.50
STEP 23	84,265	3,223.26	40.29
STEP 24	85,951	3,287.75	41.10

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<u>SCALE 16</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	57,095	2,183.97	27.30
STEP 3	59,210	2,264.87	28.31
STEP 4	61,415	2,349.21	29.37
STEP 5	63,744	2,438.30	30.48
STEP 6	64,962	2,484.89	31.06
STEP 7	66,202	2,532.32	31.65
STEP 8	67,466	2,580.67	32.26
STEP 9	68,753	2,629.90	32.87
STEP 10	70,071	2,680.32	33.50
STEP 11	71,411	2,731.57	34.14
STEP 12	72,783	2,784.05	34.80
STEP 13	74,178	2,837.41	35.47
STEP 14	75,600	2,891.81	36.15
STEP 15	77,052	2,947.35	36.84
STEP 16	78,538	3,004.19	37.55
STEP 17	80,048	3,061.95	38.27
STEP 18	81,587	3,120.82	39.01
STEP 19	83,155	3,180.80	39.76
STEP 20	84,754	3,241.96	40.52
STEP 21	86,450	3,306.84	41.34
STEP 22	88,179	3,372.97	42.16
STEP 23	89,943	3,440.45	43.01
STEP 24	91,742	3,509.26	43.87

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<u>SCALE 17</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	60,801	2,325.73	29.07
STEP 3	63,091	2,413.32	30.17
STEP 4	65,496	2,505.32	31.32
STEP 5	68,001	2,601.14	32.51
STEP 6	69,299	2,650.79	33.13
STEP 7	70,621	2,701.35	33.77
STEP 8	71,977	2,753.22	34.42
STEP 9	73,358	2,806.05	35.08
STEP 10	74,766	2,859.91	35.75
STEP 11	76,200	2,914.76	36.43
STEP 12	77,665	2,970.80	37.14
STEP 13	79,157	3,027.87	37.85
STEP 14	80,682	3,086.20	38.58
STEP 15	82,234	3,145.57	39.32
STEP 16	83,822	3,206.31	40.08
STEP 17	85,436	3,268.05	40.85
STEP 18	87,087	3,331.20	41.64
STEP 19	88,769	3,395.54	42.44
STEP 20	90,480	3,460.99	43.26
STEP 21	92,290	3,530.22	44.13
STEP 22	94,136	3,600.84	45.01
STEP 23	96,019	3,672.86	45.91
STEP 24	97,940	3,746.34	46.83

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<u>SCALE 18</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	64,828	2,479.76	31.00
STEP 3	67,303	2,574.44	32.18
STEP 4	69,876	2,672.86	33.41
STEP 5	72,550	2,775.14	34.69
STEP 6	73,943	2,828.43	35.36
STEP 7	75,358	2,882.55	36.03
STEP 8	76,810	2,938.09	36.73
STEP 9	78,288	2,994.63	37.43
STEP 10	79,793	3,052.20	38.15
STEP 11	81,329	3,110.95	38.89
STEP 12	82,895	3,170.85	39.64
STEP 13	84,494	3,232.02	40.40
STEP 14	86,121	3,294.25	41.18
STEP 15	87,786	3,357.94	41.97
STEP 16	89,481	3,422.78	42.78
STEP 17	91,210	3,488.91	43.61
STEP 18	92,972	3,556.31	44.45
STEP 19	94,769	3,625.05	45.31
STEP 20	96,590	3,694.70	46.18
STEP 21	98,523	3,768.64	47.11
STEP 22	100,494	3,844.04	48.05
STEP 23	102,504	3,920.92	49.01
STEP 24	104,555	3,999.38	49.99

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<u>SCALE 19</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	69,159	2,645.43	33.07
STEP 3	71,802	2,746.53	34.33
STEP 4	74,555	2,851.84	35.65
STEP 5	77,420	2,961.43	37.02
STEP 6	78,907	3,018.31	37.73
STEP 7	80,429	3,076.52	38.46
STEP 8	81,979	3,135.81	39.20
STEP 9	83,559	3,196.25	39.95
STEP 10	85,168	3,257.80	40.72
STEP 11	86,815	3,320.80	41.51
STEP 12	88,490	3,384.87	42.31
STEP 13	90,198	3,450.20	43.13
STEP 14	91,942	3,516.91	43.96
STEP 15	93,721	3,584.96	44.81
STEP 16	95,538	3,654.46	45.68
STEP 17	97,359	3,724.12	46.55
STEP 18	99,207	3,794.81	47.44
STEP 19	101,093	3,866.95	48.34
STEP 20	103,010	3,940.28	49.25
STEP 21	105,072	4,019.15	50.24
STEP 22	107,174	4,099.56	51.24
STEP 23	109,318	4,181.57	52.27
STEP 24	111,505	4,265.22	53.32

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 20</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	73,787	2,822.46	35.28
STEP 3	76,620	2,930.82	36.64
STEP 4	79,568	3,043.59	38.04
STEP 5	82,632	3,160.79	39.51
STEP 6	84,225	3,221.73	40.27
STEP 7	85,848	3,283.81	41.05
STEP 8	87,506	3,347.23	41.84
STEP 9	89,195	3,411.84	42.65
STEP 10	90,920	3,477.82	43.47
STEP 11	92,677	3,545.03	44.31
STEP 12	94,472	3,613.69	45.17
STEP 13	96,298	3,683.54	46.04
STEP 14	98,127	3,753.50	46.92
STEP 15	99,996	3,824.99	47.81
STEP 16	101,896	3,897.67	48.72
STEP 17	103,839	3,971.99	49.65
STEP 18	105,819	4,047.73	50.60
STEP 19	107,833	4,124.76	51.56
STEP 20	109,893	4,203.56	52.54
STEP 21	112,091	4,287.64	53.60
STEP 22	114,333	4,373.40	54.67
STEP 23	116,620	4,460.88	55.76
STEP 24	118,953	4,550.12	56.88

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<u>SCALE 21</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	78,749	3,012.26	37.65
STEP 3	81,775	3,128.01	39.10
STEP 4	84,929	3,248.66	40.61
STEP 5	88,205	3,373.97	42.17
STEP 6	89,910	3,439.19	42.99
STEP 7	91,651	3,505.78	43.82
STEP 8	93,424	3,573.60	44.67
STEP 9	95,233	3,642.80	45.54
STEP 10	97,057	3,712.57	46.41
STEP 11	98,901	3,783.10	47.29
STEP 12	100,783	3,855.09	48.19
STEP 13	102,703	3,928.54	49.11
STEP 14	104,661	4,003.43	50.04
STEP 15	106,656	4,079.74	51.00
STEP 16	108,694	4,157.70	51.97
STEP 17	110,770	4,237.11	52.96
STEP 18	112,889	4,318.16	53.98
STEP 19	115,048	4,400.75	55.01
STEP 20	117,246	4,484.82	56.06
STEP 21	119,591	4,574.52	57.18
STEP 22	121,983	4,666.02	58.33
STEP 23	124,423	4,759.35	59.49
STEP 24	126,912	4,854.56	60.68

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<u>SCALE 22</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	84,047	3,214.92	40.19
STEP 3	87,294	3,339.12	41.74
STEP 4	90,665	3,468.07	43.35
STEP 5	94,175	3,602.33	45.03
STEP 6	95,996	3,671.98	45.90
STEP 7	97,821	3,741.79	46.77
STEP 8	99,680	3,812.90	47.66
STEP 9	101,579	3,885.54	48.57
STEP 10	103,514	3,959.56	49.49
STEP 11	105,490	4,035.14	50.44
STEP 12	107,499	4,111.99	51.40
STEP 13	109,557	4,190.71	52.38
STEP 14	111,651	4,270.81	53.39
STEP 15	113,789	4,352.59	54.41
STEP 16	115,967	4,435.90	55.45
STEP 17	118,191	4,520.97	56.51
STEP 18	120,462	4,607.84	57.60
STEP 19	122,774	4,696.28	58.70
STEP 20	125,134	4,786.55	59.83
STEP 21	127,637	4,882.29	61.03
STEP 22	130,190	4,979.95	62.25
STEP 23	132,794	5,079.56	63.49
STEP 24	135,450	5,181.15	64.76

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<u>SCALE 23</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	89,727	3,432.19	42.90
STEP 3	93,195	3,564.84	44.56
STEP 4	96,789	3,702.32	46.28
STEP 5	100,469	3,843.08	48.04
STEP 6	102,382	3,916.26	48.95
STEP 7	104,330	3,990.77	49.88
STEP 8	106,321	4,066.93	50.84
STEP 9	108,352	4,144.62	51.81
STEP 10	110,424	4,223.87	52.80
STEP 11	112,537	4,304.70	53.81
STEP 12	114,688	4,386.98	54.84
STEP 13	116,892	4,471.28	55.89
STEP 14	119,131	4,556.93	56.96
STEP 15	121,414	4,644.26	58.05
STEP 16	123,750	4,733.61	59.17
STEP 17	126,129	4,824.61	60.31
STEP 18	128,557	4,917.49	61.47
STEP 19	131,035	5,012.27	62.65
STEP 20	133,560	5,108.86	63.86
STEP 21	136,233	5,211.10	65.14
STEP 22	138,958	5,315.34	66.44
STEP 23	141,738	5,421.68	67.77
STEP 24	144,573	5,530.12	69.13

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<u>SCALE 24</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	95,798	3,664.41	45.81
STEP 3	99,442	3,803.80	47.55
STEP 4	103,226	3,948.54	49.36
STEP 5	107,165	4,099.21	51.24
STEP 6	109,210	4,177.44	52.22
STEP 7	111,302	4,257.46	53.22
STEP 8	113,428	4,338.78	54.23
STEP 9	115,601	4,421.90	55.27
STEP 10	117,818	4,506.70	56.33
STEP 11	120,076	4,593.08	57.41
STEP 12	122,385	4,681.40	58.52
STEP 13	124,736	4,771.33	59.64
STEP 14	127,134	4,863.05	60.79
STEP 15	129,579	4,956.58	61.96
STEP 16	132,077	5,052.13	63.15
STEP 17	134,626	5,149.63	64.37
STEP 18	137,221	5,248.90	65.61
STEP 19	139,869	5,350.19	66.88
STEP 20	142,565	5,453.31	68.17
STEP 21	145,418	5,562.44	69.53
STEP 22	148,326	5,673.68	70.92
STEP 23	151,293	5,787.17	72.34
STEP 24	154,319	5,902.92	73.79

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<u>SCALE 25</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	102,170	3,908.15	48.85
STEP 3	106,065	4,057.14	50.71
STEP 4	110,116	4,212.09	52.65
STEP 5	114,329	4,373.25	54.67
STEP 6	116,517	4,456.94	55.71
STEP 7	118,756	4,542.58	56.78
STEP 8	121,033	4,629.68	57.87
STEP 9	123,357	4,718.58	58.98
STEP 10	125,727	4,809.23	60.12
STEP 11	128,144	4,901.69	61.27
STEP 12	130,615	4,996.21	62.45
STEP 13	133,131	5,092.45	63.66
STEP 14	135,694	5,190.49	64.88
STEP 15	138,315	5,290.74	66.13
STEP 16	140,983	5,392.80	67.41
STEP 17	143,705	5,496.92	68.71
STEP 18	146,485	5,603.26	70.04
STEP 19	149,316	5,711.55	71.39
STEP 20	152,203	5,821.98	72.77
STEP 21	155,249	5,938.49	74.23
STEP 22	158,353	6,057.22	75.72
STEP 23	161,521	6,178.40	77.23
STEP 24	164,752	6,301.99	78.77

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<u>SCALE 26</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	108,986	4,168.87	52.11
STEP 3	113,153	4,328.26	54.10
STEP 4	117,490	4,494.16	56.18
STEP 5	121,997	4,666.56	58.33
STEP 6	124,340	4,756.18	59.45
STEP 7	126,729	4,847.56	60.59
STEP 8	129,168	4,940.86	61.76
STEP 9	131,658	5,036.10	62.95
STEP 10	134,193	5,133.07	64.16
STEP 11	136,780	5,232.03	65.40
STEP 12	139,419	5,332.97	66.66
STEP 13	142,114	5,436.06	67.95
STEP 14	144,860	5,541.10	69.26
STEP 15	147,657	5,648.09	70.60
STEP 16	150,518	5,757.52	71.97
STEP 17	153,436	5,869.14	73.36
STEP 18	156,408	5,982.82	74.79
STEP 19	159,441	6,098.84	76.24
STEP 20	162,530	6,217.00	77.71
STEP 21	165,780	6,341.32	79.27
STEP 22	169,096	6,468.16	80.85
STEP 23	172,478	6,597.52	82.47
STEP 24	175,928	6,729.49	84.12

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<u>SCALE 27</u>	<u>ANNUAL</u>	<u>BI-WEEKLY</u>	<u>HOURLY</u>
STEP 2	116,289	4,448.22	55.60
STEP 3	120,735	4,618.28	57.73
STEP 4	125,363	4,795.31	59.94
STEP 5	130,171	4,979.22	62.24
STEP 6	132,671	5,074.85	63.44
STEP 7	135,221	5,172.39	64.65
STEP 8	137,823	5,271.92	65.90
STEP 9	140,480	5,373.56	67.17
STEP 10	143,184	5,476.99	68.46
STEP 11	145,945	5,582.60	69.78
STEP 12	148,760	5,690.28	71.13
STEP 13	151,636	5,800.29	72.50
STEP 14	154,566	5,912.37	73.90
STEP 15	157,550	6,026.51	75.33
STEP 16	160,603	6,143.29	76.79
STEP 17	163,717	6,262.40	78.28
STEP 18	166,888	6,383.70	79.80
STEP 19	170,124	6,507.48	81.34
STEP 20	173,420	6,633.56	82.92
STEP 21	176,888	6,766.21	84.58
STEP 22	180,426	6,901.55	86.27
STEP 23	184,035	7,039.60	88.00
STEP 24	187,716	7,180.40	89.76

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