

Year	Level/ Niveau	Effective Date/ En vigueur	Annual/Annuel										Bi-weekly/Aux deux semaines										Hourly/Horaire										Level/ Niveau
			2015										2016										2017										
			Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	
SP-01	01-Nov-15	32,995	36,536	39,699	44,402	48,500	-	-	-	-	1,811.08	1,871.16	1,934.97	2,003.98	2,078.82	2,159.98	2,248.01	2,343.41	2,446.65	2,558.25	2,678.73	2,807.74	2,945.83	3,093.56	3,251.48	3,420.28	3,600.62	3,793.19	4,000.00	4,222.86	4,463.56		

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			2016										2017										2018										
			Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	
SP-01	01-Nov-16	40,041	44,828	49,932	55,500	61,674	-	-	-	-	2,039.01	2,103.88	2,172.53	2,245.59	2,323.71	2,406.54	2,494.76	2,588.05	2,686.11	2,788.61	2,896.23	3,013.79	3,142.15	3,281.06	3,430.30	3,590.64	3,762.90	3,947.92	4,146.59	4,358.84			

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			2017										2018										2019										
			Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	
SP-01	01-Nov-17	48,453	54,360	60,747	67,779	75,619	-	-	-	-	2,290.00	2,369.71	2,453.96	2,543.50	2,638.17	2,737.83	2,842.38	2,951.70	3,065.61	3,184.91	3,309.51	3,439.32	3,574.24	3,714.18	3,859.07	4,008.85	4,173.55	4,354.10	4,550.56	4,762.98			

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			2018										2019										2020										
			Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	
SP-01	01-Nov-18	58,445	65,589	73,332	81,849	91,311	-	-	-	-	2,575.42	2,665.48	2,760.08	2,860.08	2,965.37	3,075.86	3,191.55	3,312.42	3,438.51	3,569.81	3,706.36	3,848.14	3,995.17	4,147.49	4,304.97	4,467.54	4,635.12	4,807.63	4,985.00	5,167.18			

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			Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	
SP-01	01-Nov-19	69,999	79,010	89,472	101,570	115,515	-	-	-	-	2,896.00	3,000.28	3,109.16	3,222.50	3,340.28	3,462.50	3,589.16	3,720.20	3,855.67	4,005.59	4,159.89	4,318.51	4,481.47	4,648.80	4,819.46	5,003.40	5,190.59	5,380.91	5,574.38	5,771.05			

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			Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	Increment 1/Echelon 1	Increment 2/Echelon 2	Increment 3/Echelon 3	Increment 4/Echelon 4	Increment 5/Echelon 5	Increment 6/Echelon 6	Increment 7/Echelon 7	Increment 8/Echelon 8	Increment 9/Echelon 9	Increment 10/Echelon 10	
SP-01	01-Nov-20	83,400	95,000	108,135	123,100	140,200	-	-	-	-	3,244.00	3,370.00	3,501.00	3,637.00	3,778.00	3,924.00	4,075.00	4,231.00	4,392.00	4,558.00	4,725.00	4,894.00	5,065.00	5,238.00	5,414.00	5,592.00	5,773.00	5,957.00	6,144.00	6,334.00			