

**UNIVERSITY OF CALIFORNIA**  
**ACADEMIC SALARY SCALES**

**July 1, 2014\***

You can navigate the salary scales by using the bookmark menu.

\*Revised 1/16/15

**FACULTY--LADDER RANKS--PROFESSOR SERIES\***  
**ACADEMIC YEAR**

| <u>Rank</u>                          | <u>Step</u> | Years at<br><u>Step</u> | <u>Adjusted Scale</u><br>7/1/2013 |                | <u>Adjusted Scale</u><br>7/1/2014 |                |
|--------------------------------------|-------------|-------------------------|-----------------------------------|----------------|-----------------------------------|----------------|
|                                      |             |                         | <u>Annual</u>                     | <u>Monthly</u> | <u>Annual</u>                     | <u>Monthly</u> |
| <b>Assistant Professor</b><br>(1300) | 1           | 2                       | 55,900                            | 4,658.33       | 57,600                            | 4,800.00       |
|                                      | 2           | 2                       | 59,300                            | 4,941.67       | 61,100                            | 5,091.67       |
|                                      | 3           | 2                       | 62,500                            | 5,208.33       | 64,400                            | 5,366.67       |
|                                      | 4           | 2                       | 66,100                            | 5,508.33       | 68,100                            | 5,675.00       |
|                                      | 5           | 2                       | 69,400                            | 5,783.33       | 71,500                            | 5,958.33       |
| <b>Associate Professor</b><br>(1200) | 1           | 2                       | 69,500                            | 5,791.67       | 71,600                            | 5,966.67       |
|                                      | 2           | 2                       | 72,800                            | 6,066.67       | 75,000                            | 6,250.00       |
|                                      | 3           | 2                       | 76,900                            | 6,408.33       | 79,200                            | 6,600.00       |
|                                      | 4           | 3                       | 81,600                            | 6,800.00       | 84,000                            | 7,000.00       |
|                                      | 5**         |                         |                                   |                |                                   |                |
| <b>Professor</b><br>(1100)           | 1           | 3                       | 81,700                            | 6,808.33       | 84,200                            | 7,016.67       |
|                                      | 2           | 3                       | 88,000                            | 7,333.33       | 90,600                            | 7,550.00       |
|                                      | 3           | 3                       | 94,500                            | 7,875.00       | 97,300                            | 8,108.33       |
|                                      | 4           | 3                       | 101,300                           | 8,441.67       | 104,300                           | 8,691.67       |
|                                      | 5           | --                      | 108,500                           | 9,041.67       | 111,800                           | 9,316.67       |
|                                      | 6           | --                      | 117,500                           | 9,791.67       | 121,000                           | 10,083.33      |
|                                      | 7           | --                      | 127,100                           | 10,591.67      | 130,900                           | 10,908.33      |
|                                      | 8           | --                      | 137,600                           | 11,466.67      | 141,700                           | 11,808.33      |
|                                      | 9           | --                      | 149,200                           | 12,433.33      | 153,700                           | 12,808.33      |

BUC: A7  
Comp Group A02

**The campus off-scale limit for the Professor series is the annual salary rate for Step 9, plus 11 percent**

For information on the "Minimum Scales" from 10/1/2011, please contact APO.

\*The Acting Professorial titles and the Adjunct Professor Series are also paid on the Academic-Year Ladder Ranks Salary Scale.

\*\* Associate Professor, Step 5, is not used on the Santa Cruz campus.

**FACULTY--LADDER RANKS--BUSINESS/ECONOMICS/ENGINEERING\***  
**ACADEMIC YEAR**

| <u>Rank</u>                          | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/2013</u> |                | <u>Adjusted Scale 7/1/2014</u> |                |
|--------------------------------------|-------------|----------------------|--------------------------------|----------------|--------------------------------|----------------|
|                                      |             |                      | <u>Annual</u>                  | <u>Monthly</u> | <u>Annual</u>                  | <u>Monthly</u> |
| <b>Assistant Professor</b><br>(1343) | 1           | 2                    | 74,500                         | 6,208.33       | 76,700                         | 6,391.67       |
|                                      | 2           | 2                    | 78,300                         | 6,525.00       | 80,600                         | 6,716.67       |
|                                      | 3           | 2                    | 82,100                         | 6,841.67       | 84,600                         | 7,050.00       |
|                                      | 4           | 2                    | 86,600                         | 7,216.67       | 89,200                         | 7,433.33       |
|                                      | 5           | 2                    | 90,300                         | 7,525.00       | 93,000                         | 7,750.00       |
| <b>Associate Professor</b><br>(1243) | 1           | 2                    | 90,400                         | 7,533.33       | 93,100                         | 7,758.33       |
|                                      | 2           | 2                    | 93,600                         | 7,800.00       | 96,400                         | 8,033.33       |
|                                      | 3           | 2                    | 97,400                         | 8,116.67       | 100,300                        | 8,358.33       |
|                                      | 4           | 3                    | 100,400                        | 8,366.67       | 103,400                        | 8,616.67       |
|                                      | 5**         |                      |                                |                |                                |                |
| <b>Professor</b><br>(1143)           | 1           | 3                    | 100,500                        | 8,375.00       | 103,500                        | 8,625.00       |
|                                      | 2           | 3                    | 103,400                        | 8,616.67       | 106,500                        | 8,875.00       |
|                                      | 3           | 3                    | 109,200                        | 9,100.00       | 112,500                        | 9,375.00       |
|                                      | 4           | 3                    | 115,700                        | 9,641.67       | 119,200                        | 9,933.33       |
|                                      | 5           | --                   | 122,500                        | 10,208.33      | 126,200                        | 10,516.67      |
|                                      | 6           | --                   | 131,800                        | 10,983.33      | 135,800                        | 11,316.67      |
|                                      | 7           | --                   | 141,300                        | 11,775.00      | 145,500                        | 12,125.00      |
|                                      | 8           | --                   | 151,300                        | 12,608.33      | 155,800                        | 12,983.33      |
|                                      | 9           | --                   | 163,500                        | 13,625.00      | 168,400                        | 14,033.33      |

BUC: A7  
 Comp Group A06

**The campus off-scale limit for the Professor series is the annual salary rate for Step 9, plus 11 percent**

For information on the "Minimum Scales" from 10/1/2011, please contact APO.

\*The Acting Professorial titles and the Adjunct Professor Series are also paid on the Business/ Economics/ Engineering Academic-Year Ladder Ranks Salary Scale.

\*\* Associate Professor, Step 5, is not used on the Santa Cruz campus.

**FACULTY--LADDER RANKS--PROFESSOR SERIES\*  
FISCAL YEAR**

| <u>Rank</u>                          | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale<br/>7/1/2013</u> |                | <u>Adjusted Scale<br/>7/1/2014</u> |                |
|--------------------------------------|-------------|----------------------|------------------------------------|----------------|------------------------------------|----------------|
|                                      |             |                      | <u>Annual</u>                      | <u>Monthly</u> | <u>Annual</u>                      | <u>Monthly</u> |
| <b>Assistant Professor</b><br>(1310) | 1           | 2                    | 64,900                             | 5,408.33       | 66,800                             | 5,566.67       |
|                                      | 2           | 2                    | 68,700                             | 5,725.00       | 70,800                             | 5,900.00       |
|                                      | 3           | 2                    | 72,500                             | 6,041.67       | 74,700                             | 6,225.00       |
|                                      | 4           | 2                    | 76,700                             | 6,391.67       | 79,000                             | 6,583.33       |
|                                      | 5           | 2                    | 80,500                             | 6,708.33       | 82,900                             | 6,908.33       |
| <b>Associate Professor</b><br>(1210) | 1           | 2                    | 80,600                             | 6,716.67       | 83,000                             | 6,916.67       |
|                                      | 2           | 2                    | 84,500                             | 7,041.67       | 87,000                             | 7,250.00       |
|                                      | 3           | 2                    | 89,100                             | 7,425.00       | 91,800                             | 7,650.00       |
|                                      | 4           | 3                    | 94,700                             | 7,891.67       | 97,500                             | 8,125.00       |
|                                      | 5**         |                      |                                    |                |                                    |                |
| <b>Professor</b><br>(1110)           | 1           | 3                    | 94,800                             | 7,900.00       | 97,600                             | 8,133.33       |
|                                      | 2           | 3                    | 102,100                            | 8,508.33       | 105,200                            | 8,766.67       |
|                                      | 3           | 3                    | 109,500                            | 9,125.00       | 112,800                            | 9,400.00       |
|                                      | 4           | 3                    | 117,500                            | 9,791.67       | 121,000                            | 10,083.33      |
|                                      | 5           | --                   | 125,900                            | 10,491.67      | 129,700                            | 10,808.33      |
|                                      | 6           | --                   | 136,300                            | 11,358.33      | 140,400                            | 11,700.00      |
|                                      | 7           | --                   | 147,500                            | 12,291.67      | 151,900                            | 12,658.33      |
|                                      | 8           | --                   | 159,700                            | 13,308.33      | 164,500                            | 13,708.33      |
|                                      | 9           | --                   | 173,000                            | 14,416.67      | 178,200                            | 14,850.00      |

BUC: A7  
Comp Group A04

**The campus off-scale limit for the Professor series is the annual salary rate for Step 9, plus 11 percent**

For information on the "Minimum Scales" from 10/1/2011, please contact APO.

\*The Acting Professorial titles and the Adjunct Professor Series are also paid on the Fiscal-Year Ladder Ranks Salary Scale.

\*\* Associate Professor, Step 5, is not used on the Santa Cruz campus.

**FACULTY--LADDER RANKS--BUSINESS/ECONOMICS/ENGINEERING\*  
FISCAL YEAR**

| <u>Rank</u>                | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/2013</u> |                | <u>Adjusted Scale 7/1/2014</u> |                |
|----------------------------|-------------|----------------------|--------------------------------|----------------|--------------------------------|----------------|
|                            |             |                      | <u>Annual</u>                  | <u>Monthly</u> | <u>Annual</u>                  | <u>Monthly</u> |
| <b>Assistant Professor</b> | 1           | 2                    | 86,400                         | 7,200.00       | 89,000                         | 7,416.67       |
| (1344)                     | 2           | 2                    | 90,900                         | 7,575.00       | 93,600                         | 7,800.00       |
|                            | 3           | 2                    | 95,300                         | 7,941.67       | 98,200                         | 8,183.33       |
|                            | 4           | 2                    | 100,500                        | 8,375.00       | 103,500                        | 8,625.00       |
|                            | 5           | 2                    | 104,800                        | 8,733.33       | 107,900                        | 8,991.67       |
| <b>Associate Professor</b> | 1           | 2                    | 104,900                        | 8,741.67       | 108,000                        | 9,000.00       |
| (1244)                     | 2           | 2                    | 108,600                        | 9,050.00       | 111,900                        | 9,325.00       |
|                            | 3           | 2                    | 112,900                        | 9,408.33       | 116,300                        | 9,691.67       |
|                            | 4           | 3                    | 116,400                        | 9,700.00       | 119,900                        | 9,991.67       |
|                            | 5**         |                      |                                |                |                                |                |
| <b>Professor</b>           | 1           | 3                    | 116,500                        | 9,708.33       | 120,000                        | 10,000.00      |
| (1144)                     | 2           | 3                    | 119,900                        | 9,991.67       | 123,500                        | 10,291.67      |
|                            | 3           | 3                    | 126,700                        | 10,558.33      | 130,500                        | 10,875.00      |
|                            | 4           | 3                    | 134,100                        | 11,175.00      | 138,100                        | 11,508.33      |
|                            | 5           | --                   | 142,200                        | 11,850.00      | 146,500                        | 12,208.33      |
|                            | 6           | --                   | 152,900                        | 12,741.67      | 157,500                        | 13,125.00      |
|                            | 7           | --                   | 163,900                        | 13,658.33      | 168,800                        | 14,066.67      |
|                            | 8           | --                   | 175,400                        | 14,616.67      | 180,700                        | 15,058.33      |
|                            | 9           | --                   | 189,600                        | 15,800.00      | 195,300                        | 16,275.00      |

BUC: A7  
Comp Group A08

**The campus off-scale limit for the Professor series is the annual salary rate for Step 9, plus 11 percent**

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\*\* Associate Professor, Step 5, is not used on the Santa Cruz campus.

## FACULTY RECRUITMENT ALLOWANCE

|                          | 7/1/13 | 7/1/14 |
|--------------------------|--------|--------|
| <b>Maximum Allowable</b> | 60,900 | 62,700 |

Deans have authority to approve relocation allowances up to \$100,000 by exception.  
[See delegation of authority memo dated 8/14/09.](#)

**PROVOSTS AND DEPARTMENT CHAIRS**

| <b>Provosts</b><br>(1099)          |                                   | <b>Scale</b><br><b>7/1/2013</b> | <b>Scale</b><br><b><u>7/1/2014</u></b> |
|------------------------------------|-----------------------------------|---------------------------------|--|
|                                    | Department Funds<br>(in millions) | <b>Stipend</b>                  | <b>Stipend</b>                         |
|                                    | up to \$1M                        | 5,301.00                        | 5,460.00                               |
|                                    | \$1+M - \$2M                      | 6,888.00                        | 7,095.00                               |
|                                    | \$2+M or more                     | 8,495.00                        | 8,750.00                               |
| <br>                               |                                   |                                 |  |
| <b>Department Chairs</b><br>(1096) |                                   |                                 |  |
|                                    | up to \$1M                        | 8,211.00                        | 8,457.00                               |
|                                    | \$1+M - \$2M                      | 9,811.00                        | 10,105.00                              |
|                                    | \$2+M - \$3M                      | 11,411.00                       | 11,753.00                              |
|                                    | \$3+M or more                     | 13,010.00                       | 13,400.00                              |

Stipends are paid in equal installments on a fiscal-year basis (7/1 through 6/30) using DOS code STP.

**DEANS**

|                        |                    | <b>Salary Bands<br/>11/19/09</b> |                | <b>Salary Bands<br/>7/1/14</b> |                |                |
|------------------------|--------------------|----------------------------------|----------------|--------------------------------|----------------|----------------|
| <b>Dean<br/>(1000)</b> | <b>Salary Band</b> | <b>Minimum</b>                   | <b>Maximum</b> | <b>Salary Band</b>             | <b>Minimum</b> | <b>Maximum</b> |
|                        | Band 1             | \$150,000                        | \$350,000      | Band 1                         | \$165,000      | \$403,000      |
|                        | Band 2             | \$180,000                        | \$420,000      | Band 2                         | \$198,000      | \$483,000      |
|                        | Band 3             | \$216,000                        | \$504,000      | Band 3                         | \$237,600      | \$580,000      |

BUC: 99



**SUPERVISOR OF PHYSICAL EDUCATION  
ACADEMIC YEAR**

| <b>Rank</b>                                | <b>Step</b> | <b>Years at<br/>Step</b> | <b>Adjusted Scale<br/>7/1/2013</b> |                | <b>Adjusted Scale<br/>7/1/2014</b> |                |
|--|-------------|--------------------------|------------------------------------|----------------|------------------------------------|----------------|
|  |             |                          | <b>Annual</b>                      | <b>Monthly</b> | <b>Annual</b>                      | <b>Monthly</b> |
| <b>Junior<br/>Supervisor<br/>(2160)</b>    | --          | 1                        | 39,700                             | 3,308.33       | 40,900                             | 3,408.33       |
| <b>Assistant<br/>Supervisor<br/>(2140)</b> | 1           | 2                        | 44,800                             | 3,733.33       | 46,100                             | 3,841.67       |
|  | 2           | 2                        | 46,800                             | 3,900.00       | 48,200                             | 4,016.67       |
|  | 3           | 2                        | 49,500                             | 4,125.00       | 51,000                             | 4,250.00       |
|  | 4           | 2                        | 52,000                             | 4,333.33       | 53,600                             | 4,466.67       |
|  | 5           | 2                        | 54,800                             | 4,566.67       | 56,400                             | 4,700.00       |
| <b>Associate<br/>Supervisor<br/>(2120)</b> | 1           | 2                        | 54,900                             | 4,575.00       | 56,500                             | 4,708.33       |
|  | 2           | 2                        | 57,900                             | 4,825.00       | 59,600                             | 4,966.67       |
|  | 3           | --                       | 61,200                             | 5,100.00       | 63,000                             | 5,250.00       |
| <b>Supervisor<br/>(2100)</b>               | 1           | 3                        | 65,300                             | 5,441.67       | 67,300                             | 5,608.33       |
|  | 2           | 3                        | 69,700                             | 5,808.33       | 71,800                             | 5,983.33       |
|  | 3           | 3                        | 76,000                             | 6,333.33       | 78,300                             | 6,525.00       |
|  | 4           | --                       | 83,200                             | 6,933.33       | 85,700                             | 7,141.67       |
|  | 5           | --                       | 90,600                             | 7,550.00       | 93,300                             | 7,775.00       |
|  | 6           | --                       | 96,700                             | 8,058.33       | 99,600                             | 8,300.00       |
|  | 7           | --                       | 103,600                            | 8,633.33       | 106,700                            | 8,891.67       |

BUC:99  
Comp Group A38

**LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT and  
LECTURERS AND SENIOR LECTURERS WITH POTENTIAL SECURITY OF EMPLOYMENT-100% TIME  
(Use SOE Table of Pay Rates)**

|  | Adjusted Scale<br>7/1/13 |                      | Adjusted Scale<br>7/1/14 |                      |
|--|--------------------------|----------------------|--------------------------|----------------------|
|  | <u>Annual Range</u>      | <u>Monthly Range</u> | <u>Annual Range</u>      | <u>Monthly Range</u> |
| <b><u>ACADEMIC YEAR</u></b>  |                          |                      |                          |                      |
| <b>Lecturer</b><br>With Security of Employment (1607)<br>With Potential Security of Employment - 100% Time (1680)        | 46,128 - 124,596         | 3,844.00 - 10,383.00 | 47,508 - 128,328         | 3,959.00 - 10,694.00 |
| <b>Senior Lecturer</b><br>With Security of Employment (1603)<br>With Potential Security of Employment - 100% Time (1683) | 82,488 - 124,596         | 6,874.00 - 10,383.00 | 84,960 - 128,328         | 7,080.00 - 10,694.00 |
| <b><u>FISCAL YEAR</u></b>  |                          |                      |                          |                      |
| <b>Lecturer</b><br>With Security of Employment (1617)<br>With Potential Security of Employment - 100% Time (1682)        | 52,836 - 147,852         | 4,403.00 - 12,321.00 | 54,420 - 152,292         | 4,535.00 - 12,691.00 |
| <b>Senior Lecturer</b><br>With Security of Employment (1613)<br>With Potential Security of Employment - 100% Time (1685) | 97,080 - 147,852         | 8,090.00 - 12,321.00 | 99,996 - 152,292         | 8,333.00 - 12,691.00 |

BUC:A7  
Comp Group A44

For salary levels within range, see "Lecturers and Senior Lecturers with Security of Employment, and with Potential Security of Employment - 100% Time" rates in the tables that follow this page.

The minimum pay level for the Senior Lecturer SOE titles is set at no less than Professor, Step I, in accordance with Academic Personnel Manual Section 285-18.

**LECTURERS AND SENIOR LECTURERS  
WITH SECURITY OF EMPLOYMENT  
and  
LECTURERS AND SENIOR LECTURERS  
WITH POTENTIAL SECURITY OF EMPLOYMENT- 100% TIME**

| <b>Adjusted Scale<br/>7/1/13</b> |                       | <b>Adjusted Scale<br/>7/1/14</b> |                       |
|----------------------------------|-----------------------|----------------------------------|-----------------------|
| <b><u>Annual</u></b>             | <b><u>Monthly</u></b> | <b><u>Annual</u></b>             | <b><u>Monthly</u></b> |
| 46,128                           | 3,844.00              | 47,508                           | 3,959.00              |
| 47,160                           | 3,930.00              | 48,576                           | 4,048.00              |
| 48,228                           | 4,019.00              | 49,680                           | 4,140.00              |
| 49,356                           | 4,113.00              | 50,832                           | 4,236.00              |
| 50,508                           | 4,209.00              | 52,020                           | 4,335.00              |
| 51,696                           | 4,308.00              | 53,244                           | 4,437.00              |
| 52,836                           | 4,403.00              | 54,420                           | 4,535.00              |
| 54,060                           | 4,505.00              | 55,680                           | 4,640.00              |
| 55,356                           | 4,613.00              | 57,012                           | 4,751.00              |
| 56,616                           | 4,718.00              | 58,320                           | 4,860.00              |
| 58,008                           | 4,834.00              | 59,748                           | 4,979.00              |
| 59,352                           | 4,946.00              | 61,128                           | 5,094.00              |
| 60,732                           | 5,061.00              | 62,556                           | 5,213.00              |
| 62,100                           | 5,175.00              | 63,960                           | 5,330.00              |
| 63,612                           | 5,301.00              | 65,520                           | 5,460.00              |
| 65,064                           | 5,422.00              | 67,020                           | 5,585.00              |
| 66,576                           | 5,548.00              | 68,568                           | 5,714.00              |
| 68,244                           | 5,687.00              | 70,296                           | 5,858.00              |
| 69,912                           | 5,826.00              | 72,012                           | 6,001.00              |
| 71,772                           | 5,981.00              | 73,920                           | 6,160.00              |
| 73,320                           | 6,110.00              | 75,516                           | 6,293.00              |
| 75,072                           | 6,256.00              | 77,328                           | 6,444.00              |
| 76,572                           | 6,381.00              | 78,864                           | 6,572.00              |
| 78,204                           | 6,517.00              | 80,556                           | 6,713.00              |
| 80,388                           | 6,699.00              | 82,800                           | 6,900.00              |
| 82,488                           | 6,874.00              | 84,960                           | 7,080.00              |
| 84,168                           | 7,014.00              | 86,688                           | 7,224.00              |

BUC: A7  
Comp Group A44

**LECTURERS AND SENIOR LECTURERS  
WITH SECURITY OF EMPLOYMENT  
and  
LECTURERS AND SENIOR LECTURERS  
WITH POTENTIAL SECURITY OF EMPLOYMENT- 100% TIME  
(CONTINUED)**

| <b>Adjusted Scale<br/>7/1/13</b> |                       | <b>Adjusted Scale<br/>7/1/14</b> |                       |
|----------------------------------|-----------------------|----------------------------------|-----------------------|
| <b><u>Annual</u></b>             | <b><u>Monthly</u></b> | <b><u>Annual</u></b>             | <b><u>Monthly</u></b> |
| 86,328                           | 7,194.00              | 88,920                           | 7,410.00              |
| 88,596                           | 7,383.00              | 91,248                           | 7,604.00              |
| 90,552                           | 7,546.00              | 93,264                           | 7,772.00              |
| 92,316                           | 7,693.00              | 95,088                           | 7,924.00              |
| 94,464                           | 7,872.00              | 97,296                           | 8,108.00              |
| 97,080                           | 8,090.00              | 99,996                           | 8,333.00              |
| 99,312                           | 8,276.00              | 102,288                          | 8,524.00              |
| 101,508                          | 8,459.00              | 104,556                          | 8,713.00              |
| 103,572                          | 8,631.00              | 106,680                          | 8,890.00              |
| 106,284                          | 8,857.00              | 109,476                          | 9,123.00              |
| 108,384                          | 9,032.00              | 111,636                          | 9,303.00              |
| 110,568                          | 9,214.00              | 113,880                          | 9,490.00              |
| 113,268                          | 9,439.00              | 116,664                          | 9,722.00              |
| 116,100                          | 9,675.00              | 119,580                          | 9,965.00              |
| 118,656                          | 9,888.00              | 122,220                          | 10,185.00             |
| 121,356                          | 10,113.00             | 124,992                          | 10,416.00             |
| 124,596                          | 10,383.00             | 128,328                          | 10,694.00             |
| 127,908                          | 10,659.00             | 131,748                          | 10,979.00             |
| 131,076                          | 10,923.00             | 135,012                          | 11,251.00             |
| 134,148                          | 11,179.00             | 138,168                          | 11,514.00             |
| 137,496                          | 11,458.00             | 141,624                          | 11,802.00             |
| 140,844                          | 11,737.00             | 145,068                          | 12,089.00             |
| 144,300                          | 12,025.00             | 148,632                          | 12,386.00             |
| 147,852                          | 12,321.00             | 152,292                          | 12,691.00             |

BUC: A7  
Comp Group A44

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18  
PRE-SIX LECTURER  
ACADEMIC YEAR**

For Continuing Lecturers, use Continuing Non-Senate Instructional (NSI) Unit 18 table

| <b>Adjusted Scale<br/>1/1/14*</b> |                       |                           | <b>Adjusted Scale<br/>7/1/14</b> |                       |                           |
|-----------------------------------|-----------------------|---------------------------|----------------------------------|-----------------------|---------------------------|
| <b><u>Annual</u></b>              | <b><u>Monthly</u></b> | <b><u>1/9 Monthly</u></b> | <b><u>Annual</u></b>             | <b><u>Monthly</u></b> | <b><u>1/9 Monthly</u></b> |
| 47,584                            | 3,965.33              | 5,287.11                  | 49,012                           | 4,084.33              | 5,445.78                  |
| 48,775                            | 4,064.58              | 5,419.44                  | 50,238                           | 4,186.50              | 5,582.00                  |
| 49,994                            | 4,166.17              | 5,554.89                  | 51,494                           | 4,291.17              | 5,721.56                  |
| 51,243                            | 4,270.25              | 5,693.67                  | 52,780                           | 4,398.33              | 5,864.44                  |
| 52,524                            | 4,377.00              | 5,836.00                  | 54,100                           | 4,508.33              | 6,011.11                  |
| 53,838                            | 4,486.50              | 5,982.00                  | 55,453                           | 4,621.08              | 6,161.44                  |
| 55,184                            | 4,598.67              | 6,131.56                  | 56,840                           | 4,736.67              | 6,315.56                  |
| 56,563                            | 4,713.58              | 6,284.78                  | 58,260                           | 4,855.00              | 6,473.33                  |
| 57,978                            | 4,831.50              | 6,442.00                  | 59,717                           | 4,976.42              | 6,635.22                  |
| 59,427                            | 4,952.25              | 6,603.00                  | 61,210                           | 5,100.83              | 6,801.11                  |
| 60,912                            | 5,076.00              | 6,768.00                  | 62,739                           | 5,228.25              | 6,971.00                  |
| 62,435                            | 5,202.92              | 6,937.22                  | 64,308                           | 5,359.00              | 7,145.33                  |
| 63,996                            | 5,333.00              | 7,110.67                  | 65,916                           | 5,493.00              | 7,324.00                  |
| 65,595                            | 5,466.25              | 7,288.33                  | 67,563                           | 5,630.25              | 7,507.00                  |
| 67,235                            | 5,602.92              | 7,470.56                  | 69,252                           | 5,771.00              | 7,694.67                  |
| 68,917                            | 5,743.08              | 7,657.44                  | 70,985                           | 5,915.42              | 7,887.22                  |
| 70,640                            | 5,886.67              | 7,848.89                  | 72,759                           | 6,063.25              | 8,084.33                  |
| 72,407                            | 6,033.92              | 8,045.22                  | 74,579                           | 6,214.92              | 8,286.56                  |
| 74,217                            | 6,184.75              | 8,246.33                  | 76,444                           | 6,370.33              | 8,493.78                  |
| 76,071                            | 6,339.25              | 8,452.33                  | 78,353                           | 6,529.42              | 8,705.89                  |
| 77,972                            | 6,497.67              | 8,663.56                  | 80,311                           | 6,692.58              | 8,923.44                  |
| 79,923                            | 6,660.25              | 8,880.33                  | 82,321                           | 6,860.08              | 9,146.78                  |
| 81,919                            | 6,826.58              | 9,102.11                  | 84,377                           | 7,031.42              | 9,375.22                  |
| 83,967                            | 6,997.25              | 9,329.67                  | 86,486                           | 7,207.17              | 9,609.56                  |
| 86,066                            | 7,172.17              | 9,562.89                  | 88,648                           | 7,387.33              | 9,849.78                  |
| 88,219                            | 7,351.58              | 9,802.11                  | 90,866                           | 7,572.17              | 10,096.22                 |
| 90,426                            | 7,535.50              | 10,047.33                 | 93,139                           | 7,761.58              | 10,348.78                 |
| 92,685                            | 7,723.75              | 10,298.33                 | 95,466                           | 7,955.50              | 10,607.33                 |
| 95,004                            | 7,917.00              | 10,556.00                 | 97,854                           | 8,154.50              | 10,872.67                 |
| 97,378                            | 8,114.83              | 10,819.78                 | 100,299                          | 8,358.25              | 11,144.33                 |
| 99,812                            | 8,317.67              | 11,090.22                 | 102,806                          | 8,567.17              | 11,422.89                 |
| 102,307                           | 8,525.58              | 11,367.44                 | 105,376                          | 8,781.33              | 11,708.44                 |
| 104,865                           | 8,738.75              | 11,651.67                 | 108,011                          | 9,000.92              | 12,001.22                 |
| 107,487                           | 8,957.25              | 11,943.00                 | 110,712                          | 9,226.00              | 12,301.33                 |
| 110,173                           | 9,181.08              | 12,241.44                 | 113,478                          | 9,456.50              | 12,608.67                 |
| 112,928                           | 9,410.67              | 12,547.56                 | 116,316                          | 9,693.00              | 12,924.00                 |
| 115,749                           | 9,645.75              | 12,861.00                 | 119,221                          | 9,935.08              | 13,246.78                 |
| 118,645                           | 9,887.08              | 13,182.78                 | 122,204                          | 10,183.67             | 13,578.22                 |
| 121,611                           | 10,134.25             | 13,512.33                 | 125,259                          | 10,438.25             | 13,917.67                 |
| 124,651                           | 10,387.58             | 13,850.11                 | 128,391                          | 10,699.25             | 14,265.67                 |
| 127,768                           | 10,647.33             | 14,196.44                 | 131,601                          | 10,966.75             | 14,622.33                 |
| 130,962                           | 10,913.50             | 14,551.33                 | 134,891                          | 11,240.92             | 14,987.89                 |
| 134,237                           | 11,186.42             | 14,915.22                 | 138,264                          | 11,522.00             | 15,362.67                 |

Lecturer - Academic Year (1630)  
Lecturer- Academic Year 1/9th (1632)

BUC: IX

\*This adjusted scale was implemented in payroll as of January 1, 2014. The 3.5% across-the-board increase for the earnings period 7/1/13-12/31/13 was paid as a lump sum using DOS code LSN. For consistency, any additional earnings paid retroactively for the earnings period 7/1/13-12/31/13 should be paid based on the prior scale (scale dated 10/1/11), and a lump sum payment for 3.5% of the additional earnings must also be issued.

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18  
CONTINUING LECTURER  
ACADEMIC YEAR**

For Pre-Six Lecturers, use Pre-Six Non-Senate Instructional (NSI) Unit 18 table

| Adjusted Scale<br>1/1/14* |           |             | Adjusted Scale<br>7/1/14 |           |             | 6% Merit Increase |           |             | 9% Merit Increase |           |             | 12% Merit Increase |           |             |
|---------------------------|-----------|-------------|--------------------------|-----------|-------------|-------------------|-----------|-------------|-------------------|-----------|-------------|--------------------|-----------|-------------|
| Annual                    | Monthly   | 1/9 Monthly | Annual                   | Monthly   | 1/9 Monthly | Annual            | Monthly   | 1/9 Monthly | Annual            | Monthly   | 1/9 Monthly | Annual             | Monthly   | 1/9 Monthly |
| 53,838                    | 4,486.50  | 5,982.00    | 55,453                   | 4,621.08  | 6,161.44    | 58,780            | 4,898.33  | 6,531.11    | 60,444            | 5,037.00  | 6,716.00    | 62,107             | 5,175.58  | 6,900.78    |
| 55,184                    | 4,598.67  | 6,131.56    | 56,840                   | 4,736.67  | 6,315.56    | 60,250            | 5,020.83  | 6,694.44    | 61,956            | 5,163.00  | 6,884.00    | 63,661             | 5,305.08  | 7,073.44    |
| 56,563                    | 4,713.58  | 6,284.78    | 58,260                   | 4,855.00  | 6,473.33    | 61,756            | 5,146.33  | 6,861.78    | 63,503            | 5,291.92  | 7,055.89    | 65,251             | 5,437.58  | 7,250.11    |
| 57,978                    | 4,831.50  | 6,442.00    | 59,717                   | 4,976.42  | 6,635.22    | 63,300            | 5,275.00  | 7,033.33    | 65,092            | 5,424.33  | 7,232.44    | 66,883             | 5,573.58  | 7,431.44    |
| 59,427                    | 4,952.25  | 6,603.00    | 61,210                   | 5,100.83  | 6,801.11    | 64,883            | 5,406.92  | 7,209.22    | 66,719            | 5,559.92  | 7,413.22    | 68,555             | 5,712.92  | 7,617.22    |
| 60,912                    | 5,076.00  | 6,768.00    | 62,739                   | 5,228.25  | 6,971.00    | 66,503            | 5,541.92  | 7,389.22    | 68,386            | 5,698.83  | 7,598.44    | 70,268             | 5,855.67  | 7,807.56    |
| 62,435                    | 5,202.92  | 6,937.22    | 64,308                   | 5,359.00  | 7,145.33    | 68,166            | 5,680.50  | 7,574.00    | 70,096            | 5,841.33  | 7,788.44    | 72,025             | 6,002.08  | 8,002.78    |
| 63,996                    | 5,333.00  | 7,110.67    | 65,916                   | 5,493.00  | 7,324.00    | 69,871            | 5,822.58  | 7,763.44    | 71,848            | 5,987.33  | 7,983.11    | 73,826             | 6,152.17  | 8,202.89    |
| 65,595                    | 5,466.25  | 7,288.33    | 67,563                   | 5,630.25  | 7,507.00    | 71,617            | 5,968.08  | 7,957.44    | 73,644            | 6,137.00  | 8,182.67    | 75,671             | 6,305.92  | 8,407.89    |
| 67,235                    | 5,602.92  | 7,470.56    | 69,252                   | 5,771.00  | 7,694.67    | 73,407            | 6,117.25  | 8,156.33    | 75,485            | 6,290.42  | 8,387.22    | 77,562             | 6,463.50  | 8,618.00    |
| 68,917                    | 5,743.08  | 7,657.44    | 70,985                   | 5,915.42  | 7,887.22    | 75,244            | 6,270.33  | 8,360.44    | 77,374            | 6,447.83  | 8,597.11    | 79,503             | 6,625.25  | 8,833.67    |
| 70,640                    | 5,886.67  | 7,848.89    | 72,759                   | 6,063.25  | 8,084.33    | 77,125            | 6,427.08  | 8,569.44    | 79,307            | 6,608.92  | 8,811.89    | 81,490             | 6,790.83  | 9,054.44    |
| 72,407                    | 6,033.92  | 8,045.22    | 74,579                   | 6,214.92  | 8,286.56    | 79,054            | 6,587.83  | 8,783.78    | 81,291            | 6,774.25  | 9,032.33    | 83,528             | 6,960.67  | 9,280.89    |
| 74,217                    | 6,184.75  | 8,246.33    | 76,444                   | 6,370.33  | 8,493.78    | 81,031            | 6,752.58  | 9,003.44    | 83,324            | 6,943.67  | 9,258.22    | 85,617             | 7,134.75  | 9,513.00    |
| 76,071                    | 6,339.25  | 8,452.33    | 78,353                   | 6,529.42  | 8,705.89    | 83,054            | 6,921.17  | 9,228.22    | 85,405            | 7,117.08  | 9,489.44    | 87,755             | 7,312.92  | 9,750.56    |
| 77,972                    | 6,497.67  | 8,663.56    | 80,311                   | 6,692.58  | 8,923.44    | 85,130            | 7,094.17  | 9,458.89    | 87,539            | 7,294.92  | 9,726.56    | 89,948             | 7,495.67  | 9,994.22    |
| 79,923                    | 6,660.25  | 8,880.33    | 82,321                   | 6,860.08  | 9,146.78    | 87,260            | 7,271.67  | 9,695.56    | 89,730            | 7,477.50  | 9,970.00    | 92,200             | 7,683.33  | 10,244.44   |
| 81,919                    | 6,826.58  | 9,102.11    | 84,377                   | 7,031.42  | 9,375.22    | 89,440            | 7,453.33  | 9,937.78    | 91,971            | 7,664.25  | 10,219.00   | 94,502             | 7,875.17  | 10,500.22   |
| 83,967                    | 6,997.25  | 9,329.67    | 86,486                   | 7,207.17  | 9,609.56    | 91,675            | 7,639.58  | 10,186.11   | 94,270            | 7,855.83  | 10,474.44   | 96,864             | 8,072.00  | 10,762.67   |
| 86,066                    | 7,172.17  | 9,562.89    | 88,648                   | 7,387.33  | 9,849.78    | 93,967            | 7,830.58  | 10,440.78   | 96,626            | 8,052.17  | 10,736.22   | 99,286             | 8,273.83  | 11,031.78   |
| 88,219                    | 7,351.58  | 9,802.11    | 90,866                   | 7,572.17  | 10,096.22   | 96,318            | 8,026.50  | 10,702.00   | 99,044            | 8,253.67  | 11,004.89   | 101,770            | 8,480.83  | 11,307.78   |
| 90,426                    | 7,535.50  | 10,047.33   | 93,139                   | 7,761.58  | 10,348.78   | 98,727            | 8,227.25  | 10,969.67   | 101,522           | 8,460.17  | 11,280.22   | 104,316            | 8,693.00  | 11,590.67   |
| 92,685                    | 7,723.75  | 10,298.33   | 95,466                   | 7,955.50  | 10,607.33   | 101,194           | 8,432.83  | 11,243.78   | 104,058           | 8,671.50  | 11,562.00   | 106,922            | 8,910.17  | 11,880.22   |
| 95,004                    | 7,917.00  | 10,556.00   | 97,854                   | 8,154.50  | 10,872.67   | 103,725           | 8,643.75  | 11,525.00   | 106,661           | 8,888.42  | 11,851.22   | 109,596            | 9,133.00  | 12,177.33   |
| 97,378                    | 8,114.83  | 10,819.78   | 100,299                  | 8,358.25  | 11,144.33   | 106,317           | 8,859.75  | 11,813.00   | 109,326           | 9,110.50  | 12,147.33   | 112,335            | 9,361.25  | 12,481.67   |
| 99,812                    | 8,317.67  | 11,090.22   | 102,806                  | 8,567.17  | 11,422.89   | 108,974           | 9,081.17  | 12,108.22   | 112,059           | 9,338.25  | 12,451.00   | 115,143            | 9,595.25  | 12,793.67   |
| 102,307                   | 8,525.58  | 11,367.44   | 105,376                  | 8,781.33  | 11,708.44   | 111,699           | 9,308.25  | 12,411.00   | 114,860           | 9,571.67  | 12,762.22   | 118,021            | 9,835.08  | 13,113.44   |
| 104,865                   | 8,738.75  | 11,651.67   | 108,011                  | 9,000.92  | 12,001.22   | 114,492           | 9,541.00  | 12,721.33   | 117,732           | 9,811.00  | 13,081.33   | 120,972            | 10,081.00 | 13,441.33   |
| 107,487                   | 8,957.25  | 11,943.00   | 110,712                  | 9,226.00  | 12,301.33   | 117,355           | 9,779.58  | 13,039.44   | 120,676           | 10,056.33 | 13,408.44   | 123,997            | 10,333.08 | 13,777.44   |
| 110,173                   | 9,181.08  | 12,241.44   | 113,478                  | 9,456.50  | 12,608.67   | 120,287           | 10,023.92 | 13,365.22   | 123,691           | 10,307.58 | 13,743.44   | 127,095            | 10,591.25 | 14,121.67   |
| 112,928                   | 9,410.67  | 12,547.56   | 116,316                  | 9,693.00  | 12,924.00   | 123,295           | 10,274.58 | 13,699.44   | 126,784           | 10,565.33 | 14,087.11   | 130,274            | 10,856.17 | 14,474.89   |
| 115,749                   | 9,645.75  | 12,861.00   | 119,221                  | 9,935.08  | 13,246.78   | 126,374           | 10,531.17 | 14,041.56   | 129,951           | 10,829.25 | 14,439.00   | 133,528            | 11,127.33 | 14,836.44   |
| 118,645                   | 9,887.08  | 13,182.78   | 122,204                  | 10,183.67 | 13,578.22   | 129,536           | 10,794.67 | 14,392.89   | 133,202           | 11,100.17 | 14,800.22   | 136,868            | 11,405.67 | 15,207.56   |
| 121,611                   | 10,134.25 | 13,512.33   | 125,259                  | 10,438.25 | 13,917.67   | 132,775           | 11,064.58 | 14,752.78   | 136,532           | 11,377.67 | 15,170.22   | 140,290            | 11,690.83 | 15,587.78   |
| 124,651                   | 10,387.58 | 13,850.11   | 128,391                  | 10,699.25 | 14,265.67   | 136,094           | 11,341.17 | 15,121.56   | 139,946           | 11,662.17 | 15,549.56   | 143,798            | 11,983.17 | 15,977.56   |
| 127,768                   | 10,647.33 | 14,196.44   | 131,601                  | 10,966.75 | 14,622.33   | 139,497           | 11,624.75 | 15,499.67   | 143,445           | 11,953.75 | 15,938.33   | 147,393            | 12,282.75 | 16,377.00   |
| 130,962                   | 10,913.50 | 14,551.33   | 134,891                  | 11,240.92 | 14,987.89   | 142,984           | 11,915.33 | 15,887.11   | 147,031           | 12,252.58 | 16,336.78   | 151,078            | 12,589.83 | 16,786.44   |
| 134,237                   | 11,186.42 | 14,915.22   | 138,264                  | 11,522.00 | 15,362.67   | 146,560           | 12,213.33 | 16,284.44   | 150,708           | 12,559.00 | 16,745.33   | 154,856            | 12,904.67 | 17,206.22   |
|                           |           |             | 141,720                  | 11,810.00 | 15,746.67   | 150,223           | 12,518.58 | 16,691.44   | 154,475           | 12,872.92 | 17,163.89   | 158,726            | 13,227.17 | 17,636.22   |
|                           |           |             | 145,262                  | 12,105.17 | 16,140.22   | 153,978           | 12,831.50 | 17,108.67   | 158,336           | 13,194.67 | 17,592.89   | 162,693            | 13,557.75 | 18,077.00   |
|                           |           |             | 148,895                  | 12,407.92 | 16,543.89   | 157,829           | 13,152.42 | 17,536.56   | 162,296           | 13,524.67 | 18,032.89   | 166,762            | 13,896.83 | 18,529.11   |

Lecturer - Academic Year - Continuing Appointment (1631)  
Lecturer - Academic Year - 1/9th - Continuing Appointment (1633)  
Continuing Lecturer - Temporary Augmentation - Academic Year (1652)  
Continuing Lecturer - Temporary Augmentation - Academic Year - 1/9th (1653)

BUC: IX

Note: Use "adjusted scale" value to determine salary value based on amount of merit increase. For example, if current salary is 62,739 and there is a 6% merit increase, the new salary value would equal 66,503.

\*This adjusted scale was implemented in payroll as of January 1, 2014. The 3.5% across-the-board increase for the earnings period 7/1/13-12/31/13 was paid as a lump sum using DOS code LSN. For consistency, any additional earnings paid retroactively for the earnings period 7/1/13-12/31/13 should be paid based on the prior scale (scale dated 10/1/11), and a lump sum payment for 3.5% of the additional earnings must also be issued.

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18  
SUPERVISOR OF TEACHER EDUCATION  
ACADEMIC YEAR**

2220 - Supervisor of Teacher Education - Academic Year  
2221 - Supervisor of Teacher Education - Academic Year - Continuing Appointment  
BUC: IX

|       |         | Adjusted Scale<br>1/1/14* |             |           |             |            |             | Adjusted Scale<br>7/1/14 |             |           |             |            |             |
|-------|---------|---------------------------|-------------|-----------|-------------|------------|-------------|--------------------------|-------------|-----------|-------------|------------|-------------|
| Level |         | BA<br>I                   | BA+12<br>II | MA<br>III | MA+12<br>IV | MA+26<br>V | MA+36<br>VI | BA<br>I                  | BA+12<br>II | MA<br>III | MA+12<br>IV | MA+26<br>V | MA+36<br>VI |
| 1     | Annual  | 44,352                    | 46,512      | 48,720    | 49,812      | 50,580     | 51,612      | 45,684                   | 47,904      | 50,184    | 51,312      | 52,092     | 53,160      |
|       | Monthly | 3,696                     | 3,876       | 4,060     | 4,151       | 4,215      | 4,301       | 3,807                    | 3,992       | 4,182     | 4,276       | 4,341      | 4,430       |
| 2     | Annual  | 45,828                    | 48,000      | 50,268    | 50,808      | 51,936     | 53,244      | 47,208                   | 49,440      | 51,780    | 52,332      | 53,496     | 54,840      |
|       | Monthly | 3,819                     | 4,000       | 4,189     | 4,234       | 4,328      | 4,437       | 3,934                    | 4,120       | 4,315     | 4,361       | 4,458      | 4,570       |
| 3     | Annual  | 47,592                    | 49,752      | 51,372    | 52,428      | 53,628     | 54,804      | 49,020                   | 51,240      | 52,908    | 54,000      | 55,236     | 56,448      |
|       | Monthly | 3,966                     | 4,146       | 4,281     | 4,369       | 4,469      | 4,567       | 4,085                    | 4,270       | 4,409     | 4,500       | 4,603      | 4,704       |
| 4     | Annual  | 49,104                    | 50,640      | 52,968    | 54,036      | 55,248     | 56,340      | 50,580                   | 52,164      | 54,552    | 55,656      | 56,904     | 58,032      |
|       | Monthly | 4,092                     | 4,220       | 4,414     | 4,503       | 4,604      | 4,695       | 4,215                    | 4,347       | 4,546     | 4,638       | 4,742      | 4,836       |
| 5     | Annual  | 50,340                    | 52,356      | 54,648    | 55,656      | 56,844     | 58,032      | 51,852                   | 53,928      | 56,292    | 57,324      | 58,548     | 59,772      |
|       | Monthly | 4,195                     | 4,363       | 4,554     | 4,638       | 4,737      | 4,836       | 4,321                    | 4,494       | 4,691     | 4,777       | 4,879      | 4,981       |
| 6     | Annual  | 51,864                    | 53,844      | 56,268    | 57,228      | 58,308     | 59,616      | 53,424                   | 55,464      | 57,960    | 58,944      | 60,060     | 61,404      |
|       | Monthly | 4,322                     | 4,487       | 4,689     | 4,769       | 4,859      | 4,968       | 4,452                    | 4,622       | 4,830     | 4,912       | 5,005      | 5,117       |
| 7     | Annual  | 53,592                    | 55,572      | 57,804    | 58,860      | 59,964     | 61,176      | 55,200                   | 57,240      | 59,544    | 60,624      | 61,764     | 63,012      |
|       | Monthly | 4,466                     | 4,631       | 4,817     | 4,905       | 4,997      | 5,098       | 4,600                    | 4,770       | 4,962     | 5,052       | 5,147      | 5,251       |
| 8     | Annual  | 55,032                    | 57,168      | 59,364    | 60,564      | 61,584     | 62,772      | 56,688                   | 58,884      | 61,140    | 62,376      | 63,432     | 64,656      |
|       | Monthly | 4,586                     | 4,764       | 4,947     | 5,047       | 5,132      | 5,231       | 4,724                    | 4,907       | 5,095     | 5,198       | 5,286      | 5,388       |

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18  
SUPERVISOR OF TEACHER EDUCATION  
ACADEMIC YEAR**

2220 - Supervisor of Teacher Education - Academic Year  
2221 - Supervisor of Teacher Education - Academic Year - Continuing Appointment  
BUC: IX

| Level |         | Adjusted Scale<br>1/1/2014* |             |           |             |            |             | Adjusted Scale<br>7/1/14 |             |           |             |            |             |
|-------|---------|-----------------------------|-------------|-----------|-------------|------------|-------------|--------------------------|-------------|-----------|-------------|------------|-------------|
|       |         | BA<br>I                     | BA+12<br>II | MA<br>III | MA+12<br>IV | MA+26<br>V | MA+36<br>VI | BA<br>I                  | BA+12<br>II | MA<br>III | MA+12<br>IV | MA+26<br>V | MA+36<br>VI |
| 9     | Annual  | 56,808                      | 58,836      | 60,924    | 62,004      | 63,216     | 64,452      | 58,512                   | 60,600      | 62,748    | 63,864      | 65,112     | 66,384      |
|       | Monthly | 4,734                       | 4,903       | 5,077     | 5,167       | 5,268      | 5,371       | 4,876                    | 5,050       | 5,229     | 5,322       | 5,426      | 5,532       |
| 10    | Annual  | 58,284                      | 60,456      | 62,448    | 63,588      | 64,752     | 65,928      | 60,036                   | 62,268      | 64,320    | 65,496      | 66,696     | 67,908      |
|       | Monthly | 4,857                       | 5,038       | 5,204     | 5,299       | 5,396      | 5,494       | 5,003                    | 5,189       | 5,360     | 5,458       | 5,558      | 5,659       |
| 11    | Annual  | 59,844                      | 61,956      | 64,188    | 65,256      | 66,192     | 67,536      | 61,644                   | 63,816      | 66,108    | 67,212      | 68,172     | 69,564      |
|       | Monthly | 4,987                       | 5,163       | 5,349     | 5,438       | 5,516      | 5,628       | 5,137                    | 5,318       | 5,509     | 5,601       | 5,681      | 5,797       |
| 12    | Annual  | 61,512                      | 63,528      | 65,736    | 66,840      | 68,052     | 69,144      | 63,360                   | 65,436      | 67,704    | 68,844      | 70,092     | 71,220      |
|       | Monthly | 5,126                       | 5,294       | 5,478     | 5,570       | 5,671      | 5,762       | 5,280                    | 5,453       | 5,642     | 5,737       | 5,841      | 5,935       |
| 13**  | Annual  |                             |             |           |             |            | 70,752      |                          |             |           |             |            | 72,876      |
|       | Monthly |                             |             |           |             |            | 5,896       |                          |             |           |             |            | 6,073       |
| 14**  | Annual  |                             |             |           |             |            | 72,312      |                          |             |           |             |            | 74,484      |
|       | Monthly |                             |             |           |             |            | 6,026       |                          |             |           |             |            | 6,207       |
| 15**  | Annual  |                             |             |           |             |            | 73,956      |                          |             |           |             |            | 76,176      |
|       | Monthly |                             |             |           |             |            | 6,163       |                          |             |           |             |            | 6,348       |
| 16**  | Annual  |                             |             |           |             |            | 76,200      |                          |             |           |             |            | 78,492      |
|       | Monthly |                             |             |           |             |            | 6,350       |                          |             |           |             |            | 6,541       |
| 17**  | Annual  |                             |             |           |             |            | 78,468      |                          |             |           |             |            | 80,820      |
|       | Monthly |                             |             |           |             |            | 6,539       |                          |             |           |             |            | 6,735       |



**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18  
SUPERVISOR OF TEACHER EDUCATION  
ACADEMIC YEAR**

2220 - Supervisor of Teacher Education - Academic Year  
2221 - Supervisor of Teacher Education - Academic Year - Continuing Appointment  
BUC: IX

| Level          | Adjusted Scale<br>1/1/14* |             |           |             |            |             | Adjusted Scale<br>7/1/14 |             |           |             |            |             |
|----------------|---------------------------|-------------|-----------|-------------|------------|-------------|--------------------------|-------------|-----------|-------------|------------|-------------|
|                | BA<br>I                   | BA+12<br>II | MA<br>III | MA+12<br>IV | MA+26<br>V | MA+36<br>VI | BA<br>I                  | BA+12<br>II | MA<br>III | MA+12<br>IV | MA+26<br>V | MA+36<br>VI |
| <b>18**</b>    |                           |             |           |             |            | 80,832      |                          |             |           |             |            | 83,256      |
| <b>Annual</b>  |                           |             |           |             |            |             |                          |             |           |             |            |             |
| <b>Monthly</b> |                           |             |           |             |            | 6,736       |                          |             |           |             |            | 6,938       |
| <b>19**</b>    |                           |             |           |             |            | 83,256      |                          |             |           |             |            | 85,752      |
| <b>Annual</b>  |                           |             |           |             |            |             |                          |             |           |             |            |             |
| <b>Monthly</b> |                           |             |           |             |            | 6,938       |                          |             |           |             |            | 7,146       |
| <b>20**</b>    |                           |             |           |             |            | 85,764      |                          |             |           |             |            | 88,332      |
| <b>Annual</b>  |                           |             |           |             |            |             |                          |             |           |             |            |             |
| <b>Monthly</b> |                           |             |           |             |            | 7,147       |                          |             |           |             |            | 7,361       |
| <b>21**</b>    |                           |             |           |             |            | 88,332      |                          |             |           |             |            | 90,984      |
| <b>Annual</b>  |                           |             |           |             |            |             |                          |             |           |             |            |             |
| <b>Monthly</b> |                           |             |           |             |            | 7,361       |                          |             |           |             |            | 7,582       |
| <b>22**</b>    |                           |             |           |             |            | 90,984      |                          |             |           |             |            | 93,708      |
| <b>Annual</b>  |                           |             |           |             |            |             |                          |             |           |             |            |             |
| <b>Monthly</b> |                           |             |           |             |            | 7,582       |                          |             |           |             |            | 7,809       |

Comp Group A50

\*This adjusted scale was implemented in payroll as of January 1, 2014. The 3.5% across-the-board increase for the earnings period 7/1/13-12/31/13 was paid as a lump sum using DOS code LSN. For consistency, any additional earnings paid retroactively for the earnings period 7/1/13-12/31/13 should be paid based on the prior scale (scale dated 10/1/11), and a lump sum payment for 3.5% of the additional earnings must also be issued.

\*\*Levels 13-22 allowable only to individuals with a doctoral degree.

**COORDINATOR OF FIELD WORK**

|  | <b>Salary Range<br/>1/1/14*</b> | <b>Salary Range<br/>7/1/2014</b> |
|--|---------------------------------|----------------------------------|
| Academic Year (9 months) - 2240            | 47,584 - 134,237                | 49,012 - 138,264                 |
| Academic Year (9 months) Continuing - 2241 | 53,838 - 134,237                | 55,453 - 154,856                 |
| <br>                                       |                                 |                                  |
| Fiscal Year (11 months) - 2245             | 55,184 - 144,558                | 56,840 - 148,895                 |
| Fiscal Year (11 months) Continuing - 2246  | 62,435 - 144,558                | 64,308 - 166,762                 |

BUC:IX

For salary levels within range, see Non-Senate Instructional (NSI) Unit 18 Lecturer tables.

\*This adjusted scale was implemented in payroll as of January 1, 2014. The 3.5% across-the-board increase for the earnings period 7/1/13-12/31/13 was paid as a lump sum using DOS code LSN. For consistency, any additional earnings paid retroactively for the earnings period 7/1/13-12/31/13 should be paid based on the prior scale (scale dated 10/1/11), and a lump sum payment for 3.5% of the additional earnings must also be issued.

**PROFESSIONAL RESEARCH SERIES  
FISCAL YEAR**

| <u>Rank</u>                               | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/2013</u> |                | <u>Adjusted Scale 7/1/14</u> |                |
|---|-------------|----------------------|--------------------------------|----------------|------------------------------|----------------|
|   |             |                      | <u>Annual</u>                  | <u>Monthly</u> | <u>Annual</u>                | <u>Monthly</u> |
| <b>Assistant Research</b> _____<br>(3220) | 1           | 2                    | 64,900                         | 5,408.33       | 66,800                       | 5,566.67       |
|   | 2           | 2                    | 68,700                         | 5,725.00       | 70,800                       | 5,900.00       |
|   | 3           | 2                    | 72,500                         | 6,041.67       | 74,700                       | 6,225.00       |
|   | 4           | 2                    | 76,700                         | 6,391.67       | 79,000                       | 6,583.33       |
|   | 5           | 2                    | 80,500                         | 6,708.33       | 82,900                       | 6,908.33       |
| <b>Associate Research</b> _____<br>(3210) | 1           | 2                    | 80,600                         | 6,716.67       | 83,000                       | 6,916.67       |
|   | 2           | 2                    | 84,500                         | 7,041.67       | 87,000                       | 7,250.00       |
|   | 3           | 2                    | 89,100                         | 7,425.00       | 91,800                       | 7,650.00       |
|   | 4           | 3                    | 94,700                         | 7,891.67       | 97,500                       | 8,125.00       |
|   | 5*          |                      |                                |                |                              |                |
| <b>Research</b> _____<br>(3200)           | 1           | 3                    | 94,800                         | 7,900.00       | 97,600                       | 8,133.33       |
|   | 2           | 3                    | 102,100                        | 8,508.33       | 105,200                      | 8,766.67       |
|   | 3           | 3                    | 109,500                        | 9,125.00       | 112,800                      | 9,400.00       |
|   | 4           | 3                    | 117,500                        | 9,791.67       | 121,000                      | 10,083.33      |
|   | 5           | --                   | 125,900                        | 10,491.67      | 129,700                      | 10,808.33      |
|   | 6           | --                   | 136,300                        | 11,358.33      | 140,400                      | 11,700.00      |
|   | 7           | --                   | 147,500                        | 12,291.67      | 151,900                      | 12,658.33      |
|   | 8           | --                   | 159,700                        | 13,308.33      | 164,500                      | 13,708.33      |
|   | 9           | --                   | 173,000                        | 14,416.67      | 178,200                      | 14,850.00      |

BUC: FX  
Comp Group A91

**The campus off-scale limit for the Professional Research series is the annual salary rate for Step 9, plus 11 percent**

\* Associate Research\_\_\_\_, Step 5, is not used on the Santa Cruz campus.  
Below is the salary information for those currently at this rank and step.

| <u>Associate</u> | <u>Step</u> | <u>Years at Step</u> | <u>7/1/13</u> |                | <u>7/1/2014</u> |                |
|------------------|-------------|----------------------|---------------|----------------|-----------------|----------------|
|                  |             |                      | <u>Annual</u> | <u>Monthly</u> | <u>Annual</u>   | <u>Monthly</u> |
|                  | 5           | 3                    | 102,000       | 8,500.00       | 105,100         | 8,758.33       |

**PROFESSIONAL RESEARCH SERIES--  
BUSINESS/ ECONOMICS/ ENGINEERING  
FISCAL YEAR**

| <u>Rank</u>                              | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/13</u> |                | <u>Adjusted Scale 7/1/14</u> |                |
|--|-------------|----------------------|------------------------------|----------------|------------------------------|----------------|
|  |             |                      | <u>Annual</u>                | <u>Monthly</u> | <u>Annual</u>                | <u>Monthly</u> |
| <b>Assistant Research ____</b><br>(1989) | 1           | 2                    | 86,400                       | 7,200.00       | 89,000                       | 7,416.67       |
|  | 2           | 2                    | 90,900                       | 7,575.00       | 93,600                       | 7,800.00       |
|  | 3           | 2                    | 95,300                       | 7,941.67       | 98,200                       | 8,183.33       |
|  | 4           | 2                    | 100,500                      | 8,375.00       | 103,500                      | 8,625.00       |
|  | 5           | 2                    | 104,800                      | 8,733.33       | 107,900                      | 8,991.67       |
| <b>Associate Research ____</b><br>(1988) | 1           | 2                    | 104,900                      | 8,741.67       | 108,000                      | 9,000.00       |
|  | 2           | 2                    | 108,600                      | 9,050.00       | 111,900                      | 9,325.00       |
|  | 3           | 2                    | 112,900                      | 9,408.33       | 116,300                      | 9,691.67       |
|  | 4           | 3                    | 116,400                      | 9,700.00       | 119,900                      | 9,991.67       |
|  | 5*          |                      |                              |                |                              |                |
| <b>Research ____</b><br>(1987)           | 1           | 3                    | 116,500                      | 9,708.33       | 120,000                      | 10,000.00      |
|  | 2           | 3                    | 119,900                      | 9,991.67       | 123,500                      | 10,291.67      |
|  | 3           | 3                    | 126,700                      | 10,558.33      | 130,500                      | 10,875.00      |
|  | 4           | 3                    | 134,100                      | 11,175.00      | 138,100                      | 11,508.33      |
|  | 5           | --                   | 142,200                      | 11,850.00      | 146,500                      | 12,208.33      |
|  | 6           | --                   | 152,900                      | 12,741.67      | 157,500                      | 13,125.00      |
|  | 7           | --                   | 163,900                      | 13,658.33      | 168,800                      | 14,066.67      |
|  | 8           | --                   | 175,400                      | 14,616.67      | 180,700                      | 15,058.33      |
|  | 9           | --                   | 189,600                      | 15,800.00      | 195,300                      | 16,275.00      |

BUC: FX  
Comp Group A93

**The campus off-scale limit for the Professional Research series is the annual salary rate for Step 9, plus 11 percent**

\* Associate Research\_\_\_\_, Step 5, is not used on the Santa Cruz campus.

**PROFESSIONAL RESEARCH SERIES  
ACADEMIC YEAR\***

| <u>Rank</u>                              | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/13</u> |                | <u>Adjusted Scale 7/1/14</u> |                |
|--|-------------|----------------------|------------------------------|----------------|------------------------------|----------------|
|  |             |                      | <u>Annual</u>                | <u>Monthly</u> | <u>Annual</u>                | <u>Monthly</u> |
| <b>Assistant Research</b> ____<br>(3223) | 1           | 2                    | 55,900                       | 4,658.33       | 57,600                       | 4,800.00       |
|  | 2           | 2                    | 59,300                       | 4,941.67       | 61,100                       | 5,091.67       |
|  | 3           | 2                    | 62,500                       | 5,208.33       | 64,400                       | 5,366.67       |
|  | 4           | 2                    | 66,100                       | 5,508.33       | 68,100                       | 5,675.00       |
|  | 5           | 2                    | 69,400                       | 5,783.33       | 71,500                       | 5,958.33       |
| <b>Associate Research</b> ____<br>(3213) | 1           | 2                    | 69,500                       | 5,791.67       | 71,600                       | 5,966.67       |
|  | 2           | 2                    | 72,800                       | 6,066.67       | 75,000                       | 6,250.00       |
|  | 3           | 2                    | 76,900                       | 6,408.33       | 79,200                       | 6,600.00       |
|  | 4           | 3                    | 81,600                       | 6,800.00       | 84,000                       | 7,000.00       |
|  | 5**         |                      |                              |                |                              |                |
| <b>Research</b> ____<br>(3203)           | 1           | 3                    | 81,700                       | 6,808.33       | 84,200                       | 7,016.67       |
|  | 2           | 3                    | 88,000                       | 7,333.33       | 90,600                       | 7,550.00       |
|  | 3           | 3                    | 94,500                       | 7,875.00       | 97,300                       | 8,108.33       |
|  | 4           | 3                    | 101,300                      | 8,441.67       | 104,300                      | 8,691.67       |
|  | 5           | --                   | 108,500                      | 9,041.67       | 111,800                      | 9,316.67       |
|  | 6           | --                   | 117,500                      | 9,791.67       | 121,000                      | 10,083.33      |
|  | 7           | --                   | 127,100                      | 10,591.67      | 130,900                      | 10,908.33      |
|  | 8           | --                   | 137,600                      | 11,466.67      | 141,700                      | 11,808.33      |
|  | 9           | --                   | 149,200                      | 12,433.33      | 153,700                      | 12,808.33      |

BUC:A7  
Comp Group A90

\*Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

\*\* Associate Research\_\_\_\_, Step 5, is not used on the Santa Cruz campus.

**PROFESSIONAL RESEARCH SERIES--  
BUSINESS/ ECONOMICS/ ENGINEERING  
ACADEMIC YEAR\***

| <u>Rank</u>                                   | <u>Step</u> | <u>Years at<br/>Step</u> | <u>Adjusted Scale<br/>7/1/2013</u> |                | <u>Adjusted Scale<br/>7/1/14</u> |                |
|---|-------------|--------------------------|------------------------------------|----------------|----------------------------------|----------------|
|   |             |                          | <u>Annual</u>                      | <u>Monthly</u> | <u>Annual</u>                    | <u>Monthly</u> |
| <b>Assistant<br/>Research ____<br/>(1985)</b> | 1           | 2                        | 74,500                             | 6,208.33       | 76,700                           | 6,391.67       |
|   | 2           | 2                        | 78,300                             | 6,525.00       | 80,600                           | 6,716.67       |
|   | 3           | 2                        | 82,100                             | 6,841.67       | 84,600                           | 7,050.00       |
|   | 4           | 2                        | 86,600                             | 7,216.67       | 89,200                           | 7,433.33       |
|   | 5           | 2                        | 90,300                             | 7,525.00       | 93,000                           | 7,750.00       |
| <b>Associate<br/>Research ____<br/>(1983)</b> | 1           | 2                        | 90,400                             | 7,533.33       | 93,100                           | 7,758.33       |
|   | 2           | 2                        | 93,600                             | 7,800.00       | 96,400                           | 8,033.33       |
|   | 3           | 2                        | 97,400                             | 8,116.67       | 100,300                          | 8,358.33       |
|   | 4           | 3                        | 100,400                            | 8,366.67       | 103,400                          | 8,616.67       |
|   | 5**         |                          |                                    |                |                                  |                |
| <b>Research ____<br/>(1981)</b>               | 1           | 3                        | 100,500                            | 8,375.00       | 103,500                          | 8,625.00       |
|   | 2           | 3                        | 103,400                            | 8,616.67       | 106,500                          | 8,875.00       |
|   | 3           | 3                        | 109,200                            | 9,100.00       | 112,500                          | 9,375.00       |
|   | 4           | 3                        | 115,700                            | 9,641.67       | 119,200                          | 9,933.33       |
|   | 5           | --                       | 122,500                            | 10,208.33      | 126,200                          | 10,516.67      |
|   | 6           | --                       | 131,800                            | 10,983.33      | 135,800                          | 11,316.67      |
|   | 7           | --                       | 141,300                            | 11,775.00      | 145,500                          | 12,125.00      |
|   | 8           | --                       | 151,300                            | 12,608.33      | 155,800                          | 12,983.33      |
|   | 9           | --                       | 163,500                            | 13,625.00      | 168,400                          | 14,033.33      |

BUC:A7  
Comp Group A90

\*Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

\*\* Associate Research\_\_\_\_, Step 5, is not used on the Santa Cruz campus.

**PROFESSIONAL RESEARCH SERIES  
ACADEMIC YEAR 1/9th\***

| <u>Rank</u>                              | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/13</u> |                | <u>Adjusted Scale 7/1/14</u> |                |
|--|-------------|----------------------|------------------------------|----------------|------------------------------|----------------|
|  |             |                      | <u>Annual</u>                | <u>Monthly</u> | <u>Annual</u>                | <u>Monthly</u> |
| <b>Assistant Research</b> ____<br>(3225) | 1           | 2                    | 55,900                       | 6,211.11       | 57,600                       | 6,400.00       |
|  | 2           | 2                    | 59,300                       | 6,588.89       | 61,100                       | 6,788.89       |
|  | 3           | 2                    | 62,500                       | 6,944.44       | 64,400                       | 7,155.56       |
|  | 4           | 2                    | 66,100                       | 7,344.44       | 68,100                       | 7,566.67       |
|  | 5           | 2                    | 69,400                       | 7,711.11       | 71,500                       | 7,944.44       |
| <b>Associate Research</b> ____<br>(3215) | 1           | 2                    | 69,500                       | 7,722.22       | 71,600                       | 7,955.56       |
|  | 2           | 2                    | 72,800                       | 8,088.89       | 75,000                       | 8,333.33       |
|  | 3           | 2                    | 76,900                       | 8,544.44       | 79,200                       | 8,800.00       |
|  | 4           | 3                    | 81,600                       | 9,066.67       | 84,000                       | 9,333.33       |
|  | 5**         |                      |                              |                |                              |                |
| <b>Research</b> ____<br>(3205)           | 1           | 3                    | 81,700                       | 9,077.78       | 84,200                       | 9,355.56       |
|  | 2           | 3                    | 88,000                       | 9,777.78       | 90,600                       | 10,066.67      |
|  | 3           | 3                    | 94,500                       | 10,500.00      | 97,300                       | 10,811.11      |
|  | 4           | 3                    | 101,300                      | 11,255.56      | 104,300                      | 11,588.89      |
|  | 5           | --                   | 108,500                      | 12,055.56      | 111,800                      | 12,422.22      |
|  | 6           | --                   | 117,500                      | 13,055.56      | 121,000                      | 13,444.44      |
|  | 7           | --                   | 127,100                      | 14,122.22      | 130,900                      | 14,544.44      |
|  | 8           | --                   | 137,600                      | 15,288.89      | 141,700                      | 15,744.44      |
|  | 9           | --                   | 149,200                      | 16,577.78      | 153,700                      | 17,077.78      |

BUC:A7  
Comp Group A90

\*Note: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

\*\* Associate Research\_\_\_\_, Step 5, is not used on the Santa Cruz campus.

**PROFESSIONAL RESEARCH SERIES--  
BUSINESS/ ECONOMICS/ ENGINEERING  
ACADEMIC YEAR 1/9th\***

| <u>Rank</u>                                  | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale</u> □<br><u>7/1/2013</u> |                | <u>Adjusted Scale</u><br><u>7/1/2013</u> |                |
|--|-------------|----------------------|--|----------------|--|----------------|
|  |             |                      | <u>Annual</u>                              | <u>Monthly</u> | <u>Annual</u>                            | <u>Monthly</u> |
| <b>Assistant<br/>Research</b> ____<br>(1986) | 1           | 2                    | 74,500                                     | 8,277.78       | 76,700                                   | 8,522.22       |
|  | 2           | 2                    | 78,300                                     | 8,700.00       | 80,600                                   | 8,955.56       |
|  | 3           | 2                    | 82,100                                     | 9,122.22       | 84,600                                   | 9,400.00       |
|  | 4           | 2                    | 86,600                                     | 9,622.22       | 89,200                                   | 9,911.11       |
|  | 5           | 2                    | 90,300                                     | 10,033.33      | 93,000                                   | 10,333.33      |
| <b>Associate<br/>Research</b> ____<br>(1984) | 1           | 2                    | 90,400                                     | 10,044.44      | 93,100                                   | 10,344.44      |
|  | 2           | 2                    | 93,600                                     | 10,400.00      | 96,400                                   | 10,711.11      |
|  | 3           | 2                    | 97,400                                     | 10,822.22      | 100,300                                  | 11,144.44      |
|  | 4           | 3                    | 100,400                                    | 11,155.56      | 103,400                                  | 11,488.89      |
|  | 5**         |                      |  |                |  |                |
| <b>Research</b> ____<br>(1982)               | 1           | 3                    | 100,500                                    | 11,166.67      | 103,500                                  | 11,500.00      |
|  | 2           | 3                    | 103,400                                    | 11,488.89      | 106,500                                  | 11,833.33      |
|  | 3           | 3                    | 109,200                                    | 12,133.33      | 112,500                                  | 12,500.00      |
|  | 4           | 3                    | 115,700                                    | 12,855.56      | 119,200                                  | 13,244.44      |
|  | 5           | --                   | 122,500                                    | 13,611.11      | 126,200                                  | 14,022.22      |
|  | 6           | --                   | 131,800                                    | 14,644.44      | 135,800                                  | 15,088.89      |
|  | 7           | --                   | 141,300                                    | 15,700.00      | 145,500                                  | 16,166.67      |
|  | 8           | --                   | 151,300                                    | 16,811.11      | 155,800                                  | 17,311.11      |
|  | 9           | --                   | 163,500                                    | 18,166.67      | 168,400                                  | 18,711.11      |

BUC:A7  
Comp Group A90

\*Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

\*\* Associate Research\_\_\_\_, Step 5, is not used on the Santa Cruz campus.



**PROJECT \_\_\_\_ (E.G., SCIENTIST) SERIES  
FISCAL YEAR**

| <u>Rank</u>                             | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/13</u> |                | <u>Adjusted Scale 7/1/14</u> |                |
|---|-------------|----------------------|------------------------------|----------------|------------------------------|----------------|
|   |             |                      | <u>Annual</u>                | <u>Monthly</u> | <u>Annual</u>                | <u>Monthly</u> |
| <b>Assistant Project ____</b><br>(3394) | 1           | 2                    | 51,600                       | 4,300.00       | 53,100                       | 4,425.00       |
|   | 2           | 2                    | 54,600                       | 4,550.00       | 56,200                       | 4,683.33       |
|   | 3           | 2                    | 57,300                       | 4,775.00       | 59,000                       | 4,916.67       |
|   | 4           | 2                    | 60,600                       | 5,050.00       | 62,400                       | 5,200.00       |
|   | 5           | 2                    | 63,600                       | 5,300.00       | 65,500                       | 5,458.33       |
| <b>Associate Project ____</b><br>(3392) | 1           | 2                    | 63,800                       | 5,316.67       | 65,700                       | 5,475.00       |
|   | 2           | 2                    | 66,900                       | 5,575.00       | 68,900                       | 5,741.67       |
|   | 3           | 2                    | 70,800                       | 5,900.00       | 72,900                       | 6,075.00       |
|   | 4           | 3                    | 75,100                       | 6,258.33       | 77,400                       | 6,450.00       |
|   | 5*          |                      |                              |                |                              |                |
| <b>Project ____</b><br>(3390)           | 1           | 3                    | 75,200                       | 6,266.67       | 77,500                       | 6,458.33       |
|   | 2           | 3                    | 80,800                       | 6,733.33       | 83,200                       | 6,933.33       |
|   | 3           | 3                    | 87,600                       | 7,300.00       | 90,200                       | 7,516.67       |
|   | 4           | 3                    | 95,000                       | 7,916.67       | 97,900                       | 8,158.33       |
|   | 5           | --                   | 102,900                      | 8,575.00       | 106,000                      | 8,833.33       |
|   | 6           | --                   | 111,800                      | 9,316.67       | 115,200                      | 9,600.00       |
|   | 7           | --                   | 121,400                      | 10,116.67      | 125,000                      | 10,416.67      |
|   | 8           | --                   | 131,500                      | 10,958.33      | 135,400                      | 11,283.33      |
|   | 9           | --                   | 142,700                      | 11,891.67      | 147,000                      | 12,250.00      |

BUC: FX  
Comp Group A95

\* Associate Project\_\_\_\_, Step 5, is not used on the Santa Cruz campus.  
Below is the salary information for those currently at this rank and step.

| <u>Rank</u>      | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/13</u> |                | <u>Adjusted Scale 7/1/14</u> |                |
|------------------|-------------|----------------------|------------------------------|----------------|------------------------------|----------------|
|                  |             |                      | <u>Annual</u>                | <u>Monthly</u> | <u>Annual</u>                | <u>Monthly</u> |
| <b>Associate</b> | 5           | 3                    | 80,700                       | 6,725.00       | 83,100                       | 6,925.00       |

**PROJECT \_\_\_\_ (E.G., SCIENTIST) SERIES  
BUSINESS/ECONOMICS/ENGINEERING  
FISCAL YEAR**

| <u>Rank</u>                          | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/13</u> |                | <u>Adjusted Scale 7/1/14</u> |                |
|--------------------------------------|-------------|----------------------|------------------------------|----------------|------------------------------|----------------|
|                                      |             |                      | <u>Annual</u>                | <u>Monthly</u> | <u>Annual</u>                | <u>Monthly</u> |
| <b>Assistant Project ____ (3395)</b> | 1           | 2                    | 68,400                       | 5,700.00       | 70,500                       | 5,875.00       |
|                                      | 2           | 2                    | 72,000                       | 6,000.00       | 74,200                       | 6,183.33       |
|                                      | 3           | 2                    | 75,700                       | 6,308.33       | 78,000                       | 6,500.00       |
|                                      | 4           | 2                    | 79,200                       | 6,600.00       | 81,600                       | 6,800.00       |
|                                      | 5           | 2                    | 82,800                       | 6,900.00       | 85,300                       | 7,108.33       |
| <b>Associate Project ____ (3393)</b> | 1           | 2                    | 82,900                       | 6,908.33       | 85,400                       | 7,116.67       |
|                                      | 2           | 2                    | 86,100                       | 7,175.00       | 88,700                       | 7,391.67       |
|                                      | 3           | 2                    | 89,400                       | 7,450.00       | 92,100                       | 7,675.00       |
|                                      | 4           | 3                    | 92,000                       | 7,666.67       | 94,800                       | 7,900.00       |
|                                      | 5*          |                      |                              |                |                              |                |
| <b>Project ____ (3391)</b>           | 1           | 3                    | 92,100                       | 7,675.00       | 94,900                       | 7,908.33       |
|                                      | 2           | 3                    | 95,200                       | 7,933.33       | 98,100                       | 8,175.00       |
|                                      | 3           | 3                    | 101,000                      | 8,416.67       | 104,000                      | 8,666.67       |
|                                      | 4           | 3                    | 108,400                      | 9,033.33       | 111,700                      | 9,308.33       |
|                                      | 5           | --                   | 116,600                      | 9,716.67       | 120,100                      | 10,008.33      |
|                                      | 6           | --                   | 125,600                      | 10,466.67      | 129,400                      | 10,783.33      |
|                                      | 7           | --                   | 134,400                      | 11,200.00      | 138,400                      | 11,533.33      |
|                                      | 8           | --                   | 143,900                      | 11,991.67      | 148,200                      | 12,350.00      |
|                                      | 9           | --                   | 156,400                      | 13,033.33      | 161,100                      | 13,425.00      |

BUC: FX  
Comp Group A96

\* Associate Project\_\_\_\_, Step 5, is not used on the Santa Cruz campus.

**SPECIALIST SERIES  
FISCAL YEAR**

| <u>Rank</u>                           | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/13</u> |                | <u>Adjusted Scale 7/1/14</u> |                |
|---------------------------------------|-------------|----------------------|------------------------------|----------------|------------------------------|----------------|
|                                       |             |                      | <u>Annual</u>                | <u>Monthly</u> | <u>Annual</u>                | <u>Monthly</u> |
| <b>Junior Specialist</b><br>(3330)    | 1           | 1                    | 35,376                       | 2,948.00       | 36,432                       | 3,036.00       |
|                                       | 2           | 1                    | 37,728                       | 3,144.00       | 38,856                       | 3,238.00       |
| <b>Assistant Specialist</b><br>(3320) | 1           | 2                    | 40,920                       | 3,410.00       | 42,144                       | 3,512.00       |
|                                       | 2           | 2                    | 43,596                       | 3,633.00       | 44,904                       | 3,742.00       |
|                                       | 3           | 2                    | 46,644                       | 3,887.00       | 48,048                       | 4,004.00       |
| <b>Associate Specialist</b><br>(3310) | 1           | 2                    | 50,820                       | 4,235.00       | 52,344                       | 4,362.00       |
|                                       | 2           | 2                    | 54,336                       | 4,528.00       | 55,968                       | 4,664.00       |
|                                       | 3           | 2                    | 58,272                       | 4,856.00       | 60,024                       | 5,002.00       |
|                                       | 4           | --                   | 61,176                       | 5,098.00       | 63,012                       | 5,251.00       |
| <b>Specialist</b><br>(3300)           | 1           | 3                    | 65,688                       | 5,474.00       | 67,656                       | 5,638.00       |
|                                       | 2           | 3                    | 72,228                       | 6,019.00       | 74,400                       | 6,200.00       |
|                                       | 3           | --                   | 80,760                       | 6,730.00       | 83,184                       | 6,932.00       |
|                                       | 4           | --                   | 90,684                       | 7,557.00       | 93,408                       | 7,784.00       |
|                                       | 5           | --                   | 100,572                      | 8,381.00       | 103,584                      | 8,632.00       |

BUC: FX  
Comp Group A40

**ACADEMIC STUDENT EMPLOYEES**

|  | Salary Scale<br>10/1/2012 |                    |                  | Salary Scale<br>10/1/14* |                    |                  |
|--|---------------------------|--------------------|------------------|--------------------------|--------------------|------------------|
|  | <u>Annual</u>             | <u>1/9 Monthly</u> | <u>Quarterly</u> | <u>Annual</u>            | <u>1/9 Monthly</u> | <u>Quarterly</u> |
| <b>Teaching Assistant</b><br>(2310) GSHIP<br>(2311) Non-GSHIP* | 35,310                    | 3,923.33           | 11,770.00        | 37,076                   | 4,119.56           | 12,358.68        |
| Comp Group A63/B63   |                           |                    |                  |                          |                    |                  |
| <b>Teaching Fellow</b><br>(2300) GSHIP                         | 41,400                    | 4,600.00           | 13,800.00        | 43,470                   | 4,830.00           | 14,490.00        |
| Comp Group A63/B63   |                           |                    |                  |                          |                    |                  |
| <b>Associate In -<br/>Academic Year</b>                        | 36,996                    | 4,110.67           | 12,332.00        | 38,846                   | 4,316.22           | 12,948.67        |
| (1501) 9 month GSHIP   | 37,715                    | 4,190.56           | 12,571.67        | 39,601                   | 4,400.11           | 13,200.33        |
| Summer Session   | 38,571                    | 4,285.67           | 12,857.00        | 40,500                   | 4,500.00           | 13,500.00        |
|  | 39,413                    | 4,379.22           | 13,137.67        | 41,384                   | 4,598.22           | 13,794.67        |
| (1506) 1/9 GSHIP   | 40,223                    | 4,469.22           | 13,407.67        | 42,234                   | 4,692.67           | 14,078.00        |
| Academic Year  | 41,127                    | 4,569.67           | 13,709.00        | 43,183                   | 4,798.11           | 14,394.33        |
|  | 42,078                    | 4,675.33           | 14,026.00        | 44,182                   | 4,909.11           | 14,727.33        |
| (1507) 1/9th Non-GSHIP   | 42,885                    | 4,765.00           | 14,295.00        | 45,029                   | 5,003.22           | 15,009.67        |
|  | 43,856                    | 4,872.89           | 14,618.67        | 46,049                   | 5,116.56           | 15,349.67        |

Comp Group A67

BUC: BX

\*Hiring an undergraduate student as a Teaching Assistant is an exception to normal practice. Those undergraduate students who meet the campus requirements for an exceptional appointment as a TA shall be appointed in title code 2311.

\*Implementation:

| Pay Cycle | Effective Date | Initial Payment Date |
|-----------|----------------|----------------------|
| Monthly   | 10/1/2014      | 10/31/2014           |
| Biweekly  | 10/12/2014     | 11/5/2014            |

**ACADEMIC STUDENT EMPLOYEES**

|                          | <b>Salary Scale<br/><u>10/1/12</u></b> | <b>Salary Scale<br/><u>10/1/2014*</u></b> |
|--------------------------|--|---|
|                          | <b><u>Hourly</u></b>                   | <b><u>Hourly</u></b>                      |
| <b>Reader</b>            |  |   |
| (2850) GSHIP             |  |   |
| (2851) Non-GSHIP         |  |   |
| With Baccalaureate       | 13.49                                  | 14.16                                     |
| Without Baccalaureate    | 12.82                                  | 13.46                                     |
| <br>Comp Group A61/B61   |  |   |
|                          | <b><u>Hourly</u></b>                   | <b><u>Hourly</u></b>                      |
| <b>Remedial Tutor I</b>  |  |   |
| (2288) GSHIP             |  |   |
| (2280) NON-GSHIP         |  |   |
| Single Student Sessions  | 13.49                                  | 14.16                                     |
| Group Student Sessions   | 18.15                                  | 19.06                                     |
| <br>Comp Group A62/B62   |  |   |
|                          | <b><u>Hourly</u></b>                   | <b><u>Hourly</u></b>                      |
| <b>Remedial Tutor II</b> |  |   |
| (2289) GSHIP             |  |   |
| (2290) Non-GSHIP         |  |   |
| Single Student Sessions  | 16.22                                  | 17.03                                     |
| Group Student Sessions   | 20.86                                  | 21.90                                     |
| <br>Comp Group A62/B62   |  |   |
|                          | <b><u>1/9 Monthly Range</u></b>        | <b><u>1/9 Monthly Range</u></b>           |
| <b>Tutor</b>             |  |   |
| (2860) GSHIP             | 2,837.15 - 3,923.33                    | 2,979.01 - 4,119.56                       |
| (2861) NON-GSHIP         |  |   |

BUC: BX

\*Implementation:

| <b>Pay Cycle</b> | <b>Effective Date</b> | <b>Initial Payment Date</b> |
|------------------|-----------------------|-----------------------------|
| Monthly          | 10/1/2014             | 10/31/2014                  |
| Biweekly         | 10/12/2014            | 11/5/2014                   |

**ACADEMIC STUDENT EMPLOYEES**

|   | <b>Salary Scale<br/><u>10/1/2012</u></b> | <b>Salary Scale<br/><u>10/1/2014*</u></b> |
|---|--|---|
|   | <b><u>Hourly</u></b>                     | <b><u>Hourly</u></b>                      |
| <b>Non-Student Reader</b><br>(2500) Professional Reader | 13.49                                    | 14.16                                     |
|   | <b><u>Hourly</u></b>                     | <b><u>Hourly</u></b>                      |
| <b>Non-Student Tutor**</b><br>(2510)                    |  |   |
| Single Student Sessions                                 | 13.49                                    | 14.16                                     |
| Group Student Sessions                                  | 18.15                                    | 19.06                                     |

BUC: BX

\*Implementation:

| <b>Pay Cycle</b> | <b>Effective Date</b> | <b>Initial Payment Date</b> |
|------------------|-----------------------|-----------------------------|
| Monthly          | 10/1/2014             | 10/31/2014                  |
| Biweekly         | 10/12/2014            | 11/5/2014                   |

\*\*Hiring a non-student as a Teaching Assistant is an exception to normal practice. Those non-students who meet the campus requirements for an exceptional appointment as a TA shall be appointed in title code 2510 using the pay rate associated with the Teaching Assistant (title code 2310).

**GRADUATE STUDENT RESEARCHER  
FISCAL YEAR**

|   | <u>Step</u> | <u>Adjusted Scale<br/>7/1/13</u> |                |               | <u>Adjusted Scale<br/>7/1/14</u> |                |               |
|---|-------------|----------------------------------|----------------|---------------|----------------------------------|----------------|---------------|
|   |             | <u>Annual</u>                    | <u>Monthly</u> | <u>Hourly</u> | <u>Annual</u>                    | <u>Monthly</u> | <u>Hourly</u> |
| <b>Graduate Student Researcher</b>      | 1           | 34,068                           | 2,839.00       | 16.32         | 35,088                           | 2,924.00       | 16.80         |
| (3266) GRAD STDNT RES - NO REMISSION    | 2           | 36,708                           | 3,059.00       | 17.58         | 37,812                           | 3,151.00       | 18.11         |
| (3276) GRAD STDNT RES - PARTIAL FEE REM | 3           | 40,716                           | 3,393.00       | 19.50         | 41,940                           | 3,495.00       | 20.09         |
|   | 4           | 43,980                           | 3,665.00       | 21.06         | 45,300                           | 3,775.00       | 21.70         |
|   | 5           | 46,908                           | 3,909.00       | 22.47         | 48,312                           | 4,026.00       | 23.14         |
|   | 6           | 49,080                           | 4,090.00       | 23.51         | 50,556                           | 4,213.00       | 24.21         |
|   | 7           | 53,016                           | 4,418.00       | 25.39         | 54,612                           | 4,551.00       | 26.16         |
|   | 8           | 57,240                           | 4,770.00       | 27.41         | 58,956                           | 4,913.00       | 28.24         |
|   | 9           | 61,836                           | 5,153.00       | 29.61         | 63,696                           | 5,308.00       | 30.51         |
|   | 10          | 66,768                           | 5,564.00       | 31.98         | 68,772                           | 5,731.00       | 32.94         |

BUC: 99  
Comp Group A58

**POSTDOCTORAL SCHOLAR-EMPLOYEE  
 POSTDOCTORAL SCHOLAR-FELLOW  
 POSTDOCTORAL SCHOLAR-PAID DIRECT  
 FISCAL YEAR**

**Postdoctoral Scholar Titles:**

- Postdoctoral Scholar – Employee (3252)
- Postdoctoral Scholar – Fellow (3253)
- Postdoctoral Scholar – Paid Direct (3254)

| <b>Salary/Stipend Scale<br/>3/1/2014</b> |               |                | <b>Salary/Stipend Scale<br/>1/1/2015</b> |               |                |
|--|---------------|----------------|--|---------------|----------------|
| <u>Experience Level</u>                  | <u>Annual</u> | <u>Monthly</u> | <u>Experience Level</u>                  | <u>Annual</u> | <u>Monthly</u> |
| Level 0 ( 0 - 11 months)                 | 42,000        | 3,500.00       | Level 0 ( 0 - 11 months)                 | 42,840        | 3,570.00       |
| Level 1 (12 - 23 months)                 | 43,680        | 3,640.00       | Level 1 (12 - 23 months)                 | 44,556        | 3,713.00       |
| Level 2 (24 - 35 months)                 | 45,432        | 3,786.00       | Level 2 (24 - 35 months)                 | 46,344        | 3,862.00       |
| Level 3 (36 - 47 months)                 | 47,244        | 3,937.00       | Level 3 (36 - 47 months)                 | 48,192        | 4,016.00       |
| Level 4 (48 - 59 months)                 | 49,128        | 4,094.00       | Level 4 (48 - 59 months)                 | 50,112        | 4,176.00       |
| Level 5 (60 - 71 months)                 | 51,096        | 4,258.00 *     | Level 5 (60 - 71 months)                 | 52,116        | 4,343.00 *     |

\*Appointment to Postdoctoral Scholar, Experience Level 5, is by exception.

These are minimum annual compensation rates; Postdoctoral Scholars in any of the three titles may be paid at a higher rate.

For compensation requirements for appointments and reappointments, please refer to:  
[CAPM 610.000.F](#)

BUC: PX  
 Comp Group B69



**NON-REPRESENTED  
LIBRARIAN SERIES  
FISCAL YEAR**

| <u>Rank</u>                | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/13</u> |                | <u>Phase One*</u> |                | <u>Phase Two*** Salary-point based scale</u> |                |                                   |                |                         |                |  |  |
|----------------------------|-------------|----------------------|------------------------------|----------------|-------------------|----------------|--|----------------|-----------------------------------|----------------|-------------------------|----------------|--|--|
|                            |             |                      | <u>Annual</u>                | <u>Monthly</u> | <u>7/1/14</u>     |                | <u>Assistant Librarian 7/1/14</u>            |                | <u>Associate Librarian 7/1/14</u> |                | <u>Librarian 7/1/14</u> |                |  |  |
|                            |             |                      |                              |                | <u>Annual</u>     | <u>Monthly</u> | <u>Annual</u>                                | <u>Monthly</u> | <u>Annual</u>                     | <u>Monthly</u> | <u>Annual</u>           | <u>Monthly</u> |  |  |
| <b>Assistant Librarian</b> | I           | 2                    | 48,492                       | 4,041.00       | 47,722            | 3,976.83       | 47,722                                       | 3,976.83       |                                   |                |                         |                |  |  |
| 3620-Career                | II          | 2                    | 49,476                       | 4,123.00       | 50,347            | 4,195.58       | 49,010                                       | 4,084.17       |                                   |                |                         |                |  |  |
| 3621-Potential Career      | III         | 2                    | 50,448                       | 4,204.00       | 53,116            | 4,426.33       | 50,334                                       | 4,194.50       |                                   |                |                         |                |  |  |
| 3622-Temporary             |             |                      |                              |                |                   |                | 51,693                                       | 4,307.75       |                                   |                |                         |                |  |  |
|                            |             |                      |                              |                |                   |                | 53,088                                       | 4,424.00       | 53,116                            | 4,426.33       |                         |                |  |  |
|                            |             |                      |                              |                |                   |                | 54,521                                       | 4,543.42       | 54,550                            | 4,545.83       |                         |                |  |  |
| <b>Associate Librarian</b> | I           | 2                    | 50,448                       | 4,204.00       | 53,116            | 4,426.33       | 55,993                                       | 4,666.08       | 56,023                            | 4,668.58       |                         |                |  |  |
| 3616-Career                | II          | 2                    | 51,912                       | 4,326.00       | 56,037            | 4,669.75       | 57,505                                       | 4,792.08       | 57,536                            | 4,794.67       |                         |                |  |  |
| 3617-Potential Career      | III         | 2                    | 55,536                       | 4,628.00       | 59,119            | 4,926.58       | 59,057                                       | 4,921.42       | 59,089                            | 4,924.08       |                         |                |  |  |
| 3618-Temporary             | IV          | 2                    | 59,352                       | 4,946.00       | 62,371            | 5,197.58       |  |                | 60,684                            | 5,057.00       |                         |                |  |  |
|                            | V           | 2                    | 63,468                       | 5,289.00       | 65,801            | 5,483.42       |  |                | 62,323                            | 5,193.58       |                         |                |  |  |
|                            | VI          | 2                    | 67,824                       | 5,652.00       | 69,420            | 5,785.00       |  |                | 64,006                            | 5,333.83       |                         |                |  |  |
|                            | VII         | 3                    | 72,372                       | 6,031.00       | 73,238            | 6,103.17       |  |                | 65,734                            | 5,477.83       | 73,238                  | 6,103.17       |  |  |
|                            |             |                      |                              |                |                   |                |  |                | 67,509                            | 5,625.75       | 75,215                  | 6,267.92       |  |  |
| <b>Librarian</b>           | I           | 3                    | 72,372                       | 6,031.00       | 73,238            | 6,103.17       |  |                | 69,331                            | 5,777.58       | 77,246                  | 6,437.17       |  |  |
| 3612-Career                | II          | 3                    | 79,536                       | 6,628.00       | 79,097            | 6,591.42       |  |                | 71,203                            | 5,933.58       | 79,332                  | 6,611.00       |  |  |
| 3613-Potential Career      | III         | 3                    | 86,700                       | 7,225.00       | 85,425            | 7,118.75       |  |                | 73,126                            | 6,093.83       | 81,474                  | 6,789.50       |  |  |
| 3614-Temporary             | IV          | 3                    | 92,964                       | 7,747.00       | 92,259            | 7,688.25       |  |                | 75,100                            | 6,258.33       | 83,674                  | 6,972.83       |  |  |
|                            | V           | ---                  | 100,212                      | 8,351.00       | 99,640            | 8,303.33       |  |                | 77,128                            | 6,427.33       | 85,933                  | 7,161.08       |  |  |
|                            | VI          | ---                  | 107,724                      | 8,977.00       | 107,611           | 8,967.58       |  |                | 79,211                            | 6,600.92       | 88,253                  | 7,354.42       |  |  |
|                            | VII         | ---                  | 115,596                      | 9,633.00       | 116,220           | 9,685.00       |  |                | 81,349                            | 6,779.08       | 90,636                  | 7,553.00       |  |  |
|                            |             |                      |                              |                |                   |                |  |                | 83,546                            | 6,962.17       | 93,083                  | 7,756.92       |  |  |
| Comp Group A74             |             |                      |                              |                |                   |                |  |                |                                   |                | 95,596                  | 7,966.33       |  |  |
|                            |             |                      |                              |                |                   |                |  |                |                                   |                | 98,177                  | 8,181.42       |  |  |
|                            |             |                      |                              |                |                   |                |  |                |                                   |                | 100,828                 | 8,402.33       |  |  |
|                            |             |                      |                              |                |                   |                |  |                |                                   |                | 103,551                 | 8,629.25       |  |  |
|                            |             |                      |                              |                |                   |                |  |                |                                   |                | 106,346                 | 8,862.17       |  |  |
|                            |             |                      |                              |                |                   |                |  |                |                                   |                | 109,218                 | 9,101.50       |  |  |
|                            |             |                      |                              |                |                   |                |  |                |                                   |                | 112,167                 | 9,347.25       |  |  |
|                            |             |                      |                              |                |                   |                |  |                |                                   |                | 115,195                 | 9,599.58       |  |  |
|                            |             |                      |                              |                |                   |                |  |                |                                   |                | 116,220                 | 9,685.00       |  |  |

After consultation with campus academic leaders, a new salary structure for non-represented librarians was approved to match the salary structure approved for represented librarians. As part of this salary structure, non-represented librarians' salary is being adjusted according to this table. These adjustments will be processed in lieu of the 3% adjustment for other non-represented personnel in 2014-15.

\*Phase One Transition Scale: Effective 7/1/14, non-represented librarians not up for review will transition to Phase One, with the exception of those librarians whose salaries would be negatively impacted by the transition. In Phase One, the librarian scale is recalibrated to reflect uniform percentages between increments.

\*\*Transition details and continued use of July 1, 2013 scales: For those librarians whose salaries would be negatively impacted by the Phase One Transition Scale, salaries will remain at their current level on the July 1, 2013 non-represented librarian salary scales until librarians come up for review and transition to Phase Two.

\*\*\*Phase Two: Effective 7/1/14, non-represented librarians undergoing peer review in Academic Year 2013-14 will be eligible to transition to Phase Two of the new scale, and by-pass Phase One. The salary-point-based scale contains salary points within each librarian rank.

**REPRESENTED\*  
LIBRARIAN SERIES  
FISCAL YEAR**

| <u>Rank</u>                | <u>Step</u> | <u>Years at Step</u> | <u>Phase One Scale**<br/>11/1/13</u> |                | <u>Phase Two: Salary-Point-Based Scale***</u> |                |                                       |                |                             |                |
|----------------------------|-------------|----------------------|--------------------------------------|----------------|---|----------------|---------------------------------------|----------------|-----------------------------|----------------|
|                            |             |                      | <u>Annual</u>                        | <u>Monthly</u> | <u>Assistant Librarian<br/>7/1/14</u>         |                | <u>Associate Librarian<br/>7/1/14</u> |                | <u>Librarian<br/>7/1/14</u> |                |
|                            |             |                      |                                      |                | <u>Annual</u>                                 | <u>Monthly</u> | <u>Annual</u>                         | <u>Monthly</u> | <u>Annual</u>               | <u>Monthly</u> |
| <b>Assistant Librarian</b> | 1           | 2                    | 47,722                               | 3,976.83       |   |                |                                       |                |                             |                |
| 3620-Career                | 2           | 2                    | 50,347                               | 4,195.58       |   |                |                                       |                |                             |                |
| 3621-Potential Career      | 3           | 2                    | 53,116                               | 4,426.33       | 47,722  | 3,976.83       | 53,116                                | 4,426.33       | 73,238                      | 6,103.17       |
| 3622-Temporary             |             |                      |                                      |                | 49,010  | 4,084.17       | 54,550                                | 4,545.83       | 75,215                      | 6,267.92       |
|                            |             |                      |                                      |                | 50,334  | 4,194.50       | 56,023                                | 4,668.58       | 77,246                      | 6,437.17       |
|                            |             |                      |                                      |                | 51,693  | 4,307.75       | 57,536                                | 4,794.67       | 79,332                      | 6,611.00       |
|                            |             |                      |                                      |                | 53,088  | 4,424.00       | 59,089                                | 4,924.08       | 81,474                      | 6,789.50       |
| <b>Associate Librarian</b> | 1           | 2                    | 53,116                               | 4,426.33       | 54,521  | 4,543.42       | 60,684                                | 5,057.00       | 83,674                      | 6,972.83       |
| 3616-Career                | 2           | 2                    | 56,037                               | 4,669.75       | 55,993  | 4,666.08       | 62,323                                | 5,193.58       | 85,933                      | 7,161.08       |
| 3617-Potential Career      | 3           | 2                    | 59,119                               | 4,926.58       | 57,505  | 4,792.08       | 64,006                                | 5,333.83       | 88,253                      | 7,354.42       |
| 3618-Temporary             | 4           | 2                    | 62,371                               | 5,197.58       | 59,057  | 4,921.42       | 65,734                                | 5,477.83       | 90,636                      | 7,553.00       |
|                            | 5           | 2                    | 65,801                               | 5,483.42       |   |                | 67,509                                | 5,625.75       | 93,083                      | 7,756.92       |
|                            | 6           | 2                    | 69,420                               | 5,785.00       |   |                | 69,331                                | 5,777.58       | 95,596                      | 7,966.33       |
|                            | 7           | 3                    | 73,238                               | 6,103.17       |   |                | 71,203                                | 5,933.58       | 98,177                      | 8,181.42       |
|                            |             |                      |                                      |                |   |                | 73,126                                | 6,093.83       | 100,828                     | 8,402.33       |
|                            |             |                      |                                      |                |   |                | 75,100                                | 6,258.33       | 103,551                     | 8,629.25       |
| <b>Librarian</b>           | 1           | 3                    | 73,238                               | 6,103.17       |   |                | 77,128                                | 6,427.33       | 106,346                     | 8,862.17       |
| 3612-Career                | 2           | 3                    | 79,097                               | 6,591.42       |   |                | 79,211                                | 6,600.92       | 109,218                     | 9,101.50       |
| 3613-Potential Career      | 3           | 3                    | 85,425                               | 7,118.75       |   |                | 81,349                                | 6,779.08       | 112,167                     | 9,347.25       |
| 3614-Temporary             | 4           | 3                    | 92,259                               | 7,688.25       |   |                | 83,546                                | 6,962.17       | 115,195                     | 9,599.58       |
|                            | 5           | ---                  | 99,640                               | 8,303.33       |   |                |                                       |                | 116,220                     | 9,685.00       |
|                            | 6           | ---                  | 107,611                              | 8,967.58       |   |                |                                       |                |                             |                |
|                            | 7           | ---                  | 116,220                              | 9,685.00       |   |                |                                       |                |                             |                |

BUC: LX  
Comp Group A75

\* For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). As such, for employees covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

\*\* Phase One Scale: Effective 11/1/13, the Librarian scale is recalibrated to reflect uniform percentages between increments.

\*\*\* Phase Two: Effective 7/1/14, the salary-point-based scale will be implemented. The salary-point-based scale contains salary points within each librarian rank with phase-in to begin 7/1/14.

**ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS**

**FISCAL YEAR**

|  | <b>Adjusted Scale<br/>7/1/13</b> |                      | <b>Adjusted Scale<br/>7/1/14</b> |                      |
|--|----------------------------------|----------------------|----------------------------------|----------------------|
|  | <u>Annual Range</u>              | <u>Monthly Range</u> | <u>Annual Range</u>              | <u>Monthly Range</u> |
| <b>Assistant<br/>University<br/>Librarian<br/>(3610)</b> | 84,900 - 152,900                 | 7,075.00 - 12,741.67 | 87,400 - 157,500                 | 7,283.33 - 3,125.00  |
| <b>Associate<br/>University<br/>Librarian<br/>(3600)</b> | 93,400 - 168,200                 | 7,783.33 - 14,016.67 | 96,200 - 173,200                 | 8,016.67 - 14,433.33 |

BUC: 99  
Comp Group A76

**UNEX CONTINUING EDUCATOR  
FISCAL YEAR**

|                | <b>Adjusted Scale<br/>7/1/2013</b> |                |                            |                |                             |                | <b>Adjusted Scale<br/>7/1/14</b> |                |                            |                |                             |                |
|----------------|------------------------------------|----------------|----------------------------|----------------|-----------------------------|----------------|----------------------------------|----------------|----------------------------|----------------|-----------------------------|----------------|
|                | <b>Level I<br/>(3520)</b>          |                | <b>Level II<br/>(3521)</b> |                | <b>Level III<br/>(3522)</b> |                | <b>Level I<br/>(3520)</b>        |                | <b>Level II<br/>(3521)</b> |                | <b>Level III<br/>(3522)</b> |                |
|                | <b>Salary Range</b>                |                | <b>Salary Range</b>        |                | <b>Salary Range</b>         |                | <b>Salary Range</b>              |                | <b>Salary Range</b>        |                | <b>Salary Range</b>         |                |
|                | <u>Annual</u>                      | <u>Monthly</u> | <u>Annual</u>              | <u>Monthly</u> | <u>Annual</u>               | <u>Monthly</u> | <u>Annual</u>                    | <u>Monthly</u> | <u>Annual</u>              | <u>Monthly</u> | <u>Annual</u>               | <u>Monthly</u> |
| <b>Minimum</b> | 45,708                             | 3,809.00       | 55,620                     | 4,635.00       | 67,056                      | 5,588.00       | 47,076                           | 3,923.00       | 57,288                     | 4,774.00       | 69,072                      | 5,756.00       |
| <b>Maximum</b> | 82,644                             | 6,887.00       | 98,148                     | 8,179.00       | 137,760                     | 11,480.00      | 85,128                           | 7,094.00       | 101,088                    | 8,424.00       | 141,888                     | 11,824.00      |

These are the minimum and maximum amounts for each level of Continuing Educator. For appropriate salary at each level, see following pages.

BUC: FX  
Comp Group A40

**CONTINUING EDUCATOR  
FISCAL YEAR**

**Level I  
(3520)**

| <u>Annual</u> | <u>Monthly</u> |
|---------------|----------------|
| 47,076        | 3,923.00       |
| 48,048        | 4,004.00       |
| 48,720        | 4,060.00       |
| 49,908        | 4,159.00       |
| 51,024        | 4,252.00       |
| 52,344        | 4,362.00       |
| 53,520        | 4,460.00       |
| 54,792        | 4,566.00       |
| 55,968        | 4,664.00       |
| 57,288        | 4,774.00       |
| 58,632        | 4,886.00       |
| 60,024        | 5,002.00       |
| 61,524        | 5,127.00       |
| 63,012        | 5,251.00       |
| 64,680        | 5,390.00       |
| 66,096        | 5,508.00       |
| 67,656        | 5,638.00       |
| 69,072        | 5,756.00       |
| 70,488        | 5,874.00       |
| 72,468        | 6,039.00       |
| 74,400        | 6,200.00       |
| 75,864        | 6,322.00       |
| 77,832        | 6,486.00       |
| 79,836        | 6,653.00       |
| 81,648        | 6,804.00       |
| 83,184        | 6,932.00       |
| 85,128        | 7,094.00       |

BUC: FX

**CONTINUING EDUCATOR  
FISCAL YEAR**

**Level II  
(3521)**

| <u>Annual</u> | <u>Monthly</u> |
|---------------|----------------|
| 57,288        | 4,774.00       |
| 58,632        | 4,886.00       |
| 60,024        | 5,002.00       |
| 61,524        | 5,127.00       |
| 63,012        | 5,251.00       |
| 64,680        | 5,390.00       |
| 66,096        | 5,508.00       |
| 67,656        | 5,638.00       |
| 69,072        | 5,756.00       |
| 70,488        | 5,874.00       |
| 72,468        | 6,039.00       |
| 74,400        | 6,200.00       |
| 75,864        | 6,322.00       |
| 77,832        | 6,486.00       |
| 79,836        | 6,653.00       |
| 81,648        | 6,804.00       |
| 83,184        | 6,932.00       |
| 85,128        | 7,094.00       |
| 87,516        | 7,293.00       |
| 89,472        | 7,456.00       |
| 91,464        | 7,622.00       |
| 93,408        | 7,784.00       |
| 95,820        | 7,985.00       |
| 96,744        | 8,062.00       |
| 98,664        | 8,222.00       |
| 101,088       | 8,424.00       |

BUC: FX

**CONTINUING EDUCATOR  
FISCAL YEAR**

**Level III  
(3522)**

| <u>Annual</u> | <u>Monthly</u> |
|---------------|----------------|
| 69,072        | 5,756.00       |
| 70,488        | 5,874.00       |
| 72,468        | 6,039.00       |
| 74,400        | 6,200.00       |
| 75,864        | 6,322.00       |
| 77,832        | 6,486.00       |
| 79,836        | 6,653.00       |
| 81,648        | 6,804.00       |
| 83,184        | 6,932.00       |
| 85,128        | 7,094.00       |
| 87,516        | 7,293.00       |
| 89,472        | 7,456.00       |
| 91,464        | 7,622.00       |
| 93,408        | 7,784.00       |
| 95,820        | 7,985.00       |
| 96,744        | 8,062.00       |
| 98,664        | 8,222.00       |
| 101,088       | 8,424.00       |
| 103,584       | 8,632.00       |
| 105,960       | 8,830.00       |
| 108,348       | 9,029.00       |
| 111,204       | 9,267.00       |
| 114,204       | 9,517.00       |
| 116,964       | 9,747.00       |
| 119,748       | 9,979.00       |
| 122,760       | 10,230.00      |
| 125,724       | 10,477.00      |
| 128,856       | 10,738.00      |
| 131,964       | 10,997.00      |
| 135,228       | 11,269.00      |
| 138,552       | 11,546.00      |
| 141,888       | 11,824.00      |

BUC: FX

**ACADEMIC COORDINATOR  
ACADEMIC YEAR**

**Salary Scale  
7/1/2013**

| <b>I (0840)</b> |                      |                              |                | <b>II (0842)</b> |                      |                              |                | <b>III (0844)</b> |                      |                              |                |
|-----------------|----------------------|------------------------------|----------------|------------------|----------------------|------------------------------|----------------|-------------------|----------------------|------------------------------|----------------|
| <u>Step</u>     | <u>Years at Step</u> | <u>Adjusted Scale 7/1/13</u> |                | <u>Step</u>      | <u>Years at Step</u> | <u>Adjusted Scale 7/1/13</u> |                | <u>Step</u>       | <u>Years at Step</u> | <u>Adjusted Scale 7/1/13</u> |                |
|                 |                      | <u>Annual</u>                | <u>Monthly</u> |                  |                      | <u>Annual</u>                | <u>Monthly</u> |                   |                      | <u>Annual</u>                | <u>Monthly</u> |
| 1               | 2                    | 40,920                       | 3,410.00       | 1                | 2                    | 53,196                       | 4,433.00       | 1                 | 3                    | 67,056                       | 5,588.00       |
| 2               | 2                    | 42,840                       | 3,570.00       | 2                | 2                    | 55,620                       | 4,635.00       | 2                 | 3                    | 72,228                       | 6,019.00       |
| 3               | 2                    | 44,604                       | 3,717.00       | 3                | 2                    | 58,272                       | 4,856.00       | 3                 | 3                    | 77,508                       | 6,459.00       |
| 4               | 2                    | 46,644                       | 3,887.00       | 4                | 2                    | 61,176                       | 5,098.00       | 4                 | 3                    | 82,644                       | 6,887.00       |
| 5               | 2                    | 48,456                       | 4,038.00       | 5                | 2                    | 64,176                       | 5,348.00       | 5                 | 3                    | 88,800                       | 7,400.00       |
| 6               | 2                    | 50,820                       | 4,235.00       | 6                | 2                    | 67,056                       | 5,588.00       | 6                 | 3                    | 95,796                       | 7,983.00       |
| 7               | 2                    | 53,196                       | 4,433.00       | 7                | 2                    | 70,356                       | 5,863.00       | 7                 | 3                    | 102,876                      | 8,573.00       |
| 8               | 2                    | 55,620                       | 4,635.00       | 8                | 2                    | 73,656                       | 6,138.00       | 8                 | 3                    | 110,880                      | 9,240.00       |
| 9               | 2                    | 58,272                       | 4,856.00       | 9                | 2                    | 77,508                       | 6,459.00       | 9                 | --                   | 119,184                      | 9,932.00       |
| 10              | 2                    | 61,176                       | 5,098.00       | 10               | 2                    | 80,760                       | 6,730.00       |                   |                      |                              |                |
| 11              | 2                    | 64,176                       | 5,348.00       | 11               | 2                    | 84,972                       | 7,081.00       |                   |                      |                              |                |
| 12              | 2                    | 67,056                       | 5,588.00       | 12               | 2                    | 88,800                       | 7,400.00       |                   |                      |                              |                |
| 13              | 2                    | 70,356                       | 5,863.00       | 13               | 2                    | 93,024                       | 7,752.00       |                   |                      |                              |                |
| 14              | 2                    | 73,656                       | 6,138.00       | 14               | 2                    | 98,148                       | 8,179.00       |                   |                      |                              |                |
| 15              | --                   | 77,508                       | 6,459.00       | 15               | --                   | 102,876                      | 8,573.00       |                   |                      |                              |                |

**Salary Scale  
7/1/2014**

| <b>I (0840)</b> |                      |                              |                | <b>II (0842)</b> |                      |                              |                | <b>III (0844)</b> |                      |                              |                |
|-----------------|----------------------|------------------------------|----------------|------------------|----------------------|------------------------------|----------------|-------------------|----------------------|------------------------------|----------------|
| <u>Step</u>     | <u>Years at Step</u> | <u>Adjusted Scale 7/1/14</u> |                | <u>Step</u>      | <u>Years at Step</u> | <u>Adjusted Scale 7/1/14</u> |                | <u>Step</u>       | <u>Years at Step</u> | <u>Adjusted Scale 7/1/14</u> |                |
|                 |                      | <u>Annual</u>                | <u>Monthly</u> |                  |                      | <u>Annual</u>                | <u>Monthly</u> |                   |                      | <u>Annual</u>                | <u>Monthly</u> |
| 1               | 2                    | 42,144                       | 3,512.00       | 1                | 2                    | 54,792                       | 4,566.00       | 1                 | 3                    | 69,072                       | 5,756.00       |
| 2               | 2                    | 44,124                       | 3,677.00       | 2                | 2                    | 57,288                       | 4,774.00       | 2                 | 3                    | 74,400                       | 6,200.00       |
| 3               | 2                    | 45,948                       | 3,829.00       | 3                | 2                    | 60,024                       | 5,002.00       | 3                 | 3                    | 79,836                       | 6,653.00       |
| 4               | 2                    | 48,048                       | 4,004.00       | 4                | 2                    | 63,012                       | 5,251.00       | 4                 | 3                    | 85,128                       | 7,094.00       |
| 5               | 2                    | 49,908                       | 4,159.00       | 5                | 2                    | 66,096                       | 5,508.00       | 5                 | 3                    | 91,464                       | 7,622.00       |
| 6               | 2                    | 52,344                       | 4,362.00       | 6                | 2                    | 69,072                       | 5,756.00       | 6                 | 3                    | 98,664                       | 8,222.00       |
| 7               | 2                    | 54,792                       | 4,566.00       | 7                | 2                    | 72,468                       | 6,039.00       | 7                 | 3                    | 105,960                      | 8,830.00       |
| 8               | 2                    | 57,288                       | 4,774.00       | 8                | 2                    | 75,864                       | 6,322.00       | 8                 | 3                    | 114,204                      | 9,517.00       |
| 9               | 2                    | 60,024                       | 5,002.00       | 9                | 2                    | 79,836                       | 6,653.00       | 9                 | --                   | 122,760                      | 10,230.00      |
| 10              | 2                    | 63,012                       | 5,251.00       | 10               | 2                    | 83,184                       | 6,932.00       |                   |                      |                              |                |
| 11              | 2                    | 66,096                       | 5,508.00       | 11               | 2                    | 87,516                       | 7,293.00       |                   |                      |                              |                |
| 12              | 2                    | 69,072                       | 5,756.00       | 12               | 2                    | 91,464                       | 7,622.00       |                   |                      |                              |                |
| 13              | 2                    | 72,468                       | 6,039.00       | 13               | 2                    | 95,820                       | 7,985.00       |                   |                      |                              |                |
| 14              | 2                    | 75,864                       | 6,322.00       | 14               | 2                    | 101,088                      | 8,424.00       |                   |                      |                              |                |
| 15              | --                   | 79,836                       | 6,653.00       | 15               | --                   | 105,960                      | 8,830.00       |                   |                      |                              |                |

BUC: 99  
Comp Group A40



**ACADEMIC COORDINATOR  
FISCAL YEAR**

**Salary Scale  
7/1/2013**

| I (0841)    |                      |                                |                | II (0843)   |                      |                                |                | III (0845)  |                      |                                |                |
|-------------|----------------------|--------------------------------|----------------|-------------|----------------------|--------------------------------|----------------|-------------|----------------------|--------------------------------|----------------|
| <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/2013</u> |                | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/2013</u> |                | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/2013</u> |                |
|             |                      | <u>Annual</u>                  | <u>Monthly</u> |             |                      | <u>Annual</u>                  | <u>Monthly</u> |             |                      | <u>Annual</u>                  | <u>Monthly</u> |
| 1           | 2                    | 46,644                         | 3,887.00       | 1           | 2                    | 61,176                         | 5,098.00       | 1           | 3                    | 77,508                         | 6,459.00       |
| 2           | 2                    | 48,456                         | 4,038.00       | 2           | 2                    | 64,176                         | 5,348.00       | 2           | 3                    | 82,644                         | 6,887.00       |
| 3           | 2                    | 50,820                         | 4,235.00       | 3           | 2                    | 67,056                         | 5,588.00       | 3           | 3                    | 88,800                         | 7,400.00       |
| 4           | 2                    | 53,196                         | 4,433.00       | 4           | 2                    | 70,356                         | 5,863.00       | 4           | 3                    | 95,796                         | 7,983.00       |
| 5           | 2                    | 55,620                         | 4,635.00       | 5           | 2                    | 73,656                         | 6,138.00       | 5           | 3                    | 102,876                        | 8,573.00       |
| 6           | 2                    | 58,272                         | 4,856.00       | 6           | 2                    | 77,508                         | 6,459.00       | 6           | 3                    | 110,880                        | 9,240.00       |
| 7           | 2                    | 61,176                         | 5,098.00       | 7           | 2                    | 80,760                         | 6,730.00       | 7           | 3                    | 119,184                        | 9,932.00       |
| 8           | 2                    | 64,176                         | 5,348.00       | 8           | 2                    | 84,972                         | 7,081.00       | 8           | 3                    | 128,124                        | 10,677.00      |
| 9           | 2                    | 67,056                         | 5,588.00       | 9           | 2                    | 88,800                         | 7,400.00       | 9           | --                   | 137,760                        | 11,480.00      |
| 10          | 2                    | 70,356                         | 5,863.00       | 10          | 2                    | 93,024                         | 7,752.00       |             |                      |                                |                |
| 11          | 2                    | 73,656                         | 6,138.00       | 11          | 2                    | 98,148                         | 8,179.00       |             |                      |                                |                |
| 12          | 2                    | 77,508                         | 6,459.00       | 12          | 2                    | 102,876                        | 8,573.00       |             |                      |                                |                |
| 13          | 2                    | 80,760                         | 6,730.00       | 13          | 2                    | 107,964                        | 8,997.00       |             |                      |                                |                |
| 14          | 2                    | 84,972                         | 7,081.00       | 14          | 2                    | 113,556                        | 9,463.00       |             |                      |                                |                |
| 15          | --                   | 88,800                         | 7,400.00       | 15          | --                   | 119,184                        | 9,932.00       |             |                      |                                |                |

**Salary Scale  
7/1/2014**

| I (0841)    |                      |                              |                | II (0843)   |                      |                              |                | III (0845)  |                      |                              |                |
|-------------|----------------------|------------------------------|----------------|-------------|----------------------|------------------------------|----------------|-------------|----------------------|------------------------------|----------------|
| <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/14</u> |                | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/14</u> |                | <u>Step</u> | <u>Years at Step</u> | <u>Adjusted Scale 7/1/14</u> |                |
|             |                      | <u>Annual</u>                | <u>Monthly</u> |             |                      | <u>Annual</u>                | <u>Monthly</u> |             |                      | <u>Annual</u>                | <u>Monthly</u> |
| 1           | 2                    | 48,048                       | 4,004.00       | 1           | 2                    | 63,012                       | 5,251.00       | 1           | 3                    | 79,836                       | 6,653.00       |
| 2           | 2                    | 49,908                       | 4,159.00       | 2           | 2                    | 66,096                       | 5,508.00       | 2           | 3                    | 85,128                       | 7,094.00       |
| 3           | 2                    | 52,344                       | 4,362.00       | 3           | 2                    | 69,072                       | 5,756.00       | 3           | 3                    | 91,464                       | 7,622.00       |
| 4           | 2                    | 54,792                       | 4,566.00       | 4           | 2                    | 72,468                       | 6,039.00       | 4           | 3                    | 98,664                       | 8,222.00       |
| 5           | 2                    | 57,288                       | 4,774.00       | 5           | 2                    | 75,864                       | 6,322.00       | 5           | 3                    | 105,960                      | 8,830.00       |
| 6           | 2                    | 60,024                       | 5,002.00       | 6           | 2                    | 79,836                       | 6,653.00       | 6           | 3                    | 114,204                      | 9,517.00       |
| 7           | 2                    | 63,012                       | 5,251.00       | 7           | 2                    | 83,184                       | 6,932.00       | 7           | 3                    | 122,760                      | 10,230.00      |
| 8           | 2                    | 66,096                       | 5,508.00       | 8           | 2                    | 87,516                       | 7,293.00       | 8           | 3                    | 131,964                      | 10,997.00      |
| 9           | 2                    | 69,072                       | 5,756.00       | 9           | 2                    | 91,464                       | 7,622.00       | 9           | --                   | 141,888                      | 11,824.00      |
| 10          | 2                    | 72,468                       | 6,039.00       | 10          | 2                    | 95,820                       | 7,985.00       |             |                      |                              |                |
| 11          | 2                    | 75,864                       | 6,322.00       | 11          | 2                    | 101,088                      | 8,424.00       |             |                      |                              |                |
| 12          | 2                    | 79,836                       | 6,653.00       | 12          | 2                    | 105,960                      | 8,830.00       |             |                      |                              |                |
| 13          | 2                    | 83,184                       | 6,932.00       | 13          | 2                    | 111,204                      | 9,267.00       |             |                      |                              |                |
| 14          | 2                    | 87,516                       | 7,293.00       | 14          | 2                    | 116,964                      | 9,747.00       |             |                      |                              |                |
| 15          | --                   | 91,464                       | 7,622.00       | 15          | --                   | 122,760                      | 10,230.00      |             |                      |                              |                |

BUC: 99  
Comp Group A40