

PROFESSOR SERIES - REGULAR SCALES*
ACADEMIC YEAR RATES

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly	Annual	Monthly
ASSISTANT PROFESSOR (e.g.,1300)	I	2 yrs.	46,300	3,858.33	47,200	3,933.33
	II	2 yrs.	48,900	4,075.00	49,900	4,158.33
	III	2 yrs.	51,700	4,308.33	52,700	4,391.67
	IV	2 yrs.	54,600	4,550.00	55,700	4,641.67
	V	2 yrs.	57,300	4,775.00	58,400	4,866.67
	VI	2 yrs.	60,100	5,008.33	61,300	5,108.33
ASSOCIATE PROFESSOR (e.g.,1200)	I	2 yrs.	57,400	4,783.33	58,500	4,875.00
	II	2 yrs.	60,200	5,016.67	61,400	5,116.67
	III	2 yrs.	63,500	5,291.67	64,800	5,400.00
	IV	3 yrs.	67,400	5,616.67	68,700	5,725.00
	V	3 yrs.	72,600	6,050.00	74,100	6,175.00
PROFESSOR (e.g., 1100)	I	3 yrs.	67,500	5,625.00	68,800	5,733.33
	II	3 yrs.	72,700	6,058.33	74,200	6,183.33
	III	3 yrs.	78,600	6,550.00	80,200	6,683.33
	IV	3 yrs.	85,300	7,108.33	87,000	7,250.00
	V	--	92,600	7,716.67	94,500	7,875.00
	VI	--	100,400	8,366.67	102,400	8,533.33
	VII	--	109,100	9,091.67	111,300	9,275.00
	VIII	--	118,100	9,841.67	120,500	10,041.67
	IX	--	128,300	10,691.67	130,900	10,908.33

*The Adjunct Professor Series and Professor in Residence Series may be paid on either the Academic Year or Fiscal Year Professor Series scales. The title codes shown are only samples of the title codes paid on this scale; see the Title Code/Salary Scale Cross Reference for complete list. These rates also are used for research appointments which occur during the academic year (i.e. sabbatical supplement, one quarter of research leave, etc.). Normally such appointments are funded from extramural sources.
 Ref: UCOP Table 1

PROFESSOR SERIES - REGULAR SCALES*
FISCAL YEAR RATES

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly	Annual	Monthly
ASSISTANT PROFESSOR (e.g.,1310)	I	2 yrs.	53,900	4,491.67	55,000	4,583.33
	II	2 yrs.	56,800	4,733.33	57,900	4,825.00
	III	2 yrs.	59,900	4,991.67	61,100	5,091.67
	IV	2 yrs.	63,200	5,266.67	64,500	5,375.00
	V	2 yrs.	66,400	5,533.33	67,700	5,641.67
	VI	2 yrs.	69,700	5,808.33	71,100	5,925.00
ASSOCIATE PROFESSOR (e.g.,1210)	I	2 yrs.	66,500	5,541.67	67,800	5,650.00
	II	2 yrs.	69,800	5,816.67	71,200	5,933.33
	III	2 yrs.	73,800	6,150.00	75,300	6,275.00
	IV	3 yrs.	78,400	6,533.33	80,000	6,666.67
	V	3 yrs.	84,100	7,008.33	85,800	7,150.00
PROFESSOR (e.g.,1110)	I	3 yrs.	78,500	6,541.67	80,100	6,675.00
	II	3 yrs.	84,200	7,016.67	85,900	7,158.33
	III	3 yrs.	91,300	7,608.33	93,100	7,758.33
	IV	3 yrs.	99,000	8,250.00	101,000	8,416.67
	V	--	107,400	8,950.00	109,500	9,125.00
	VI	--	116,600	9,716.67	118,900	9,908.33
	VII	--	126,500	10,541.67	129,000	10,750.00
	VIII	--	137,000	11,416.67	139,700	11,641.67
	IX	--	148,800	12,400.00	151,800	12,650.00

*The Adjunct Professor Series and Professor in Residence Series may be paid on either the Academic Year or Fiscal Year Professor Series scales. The title codes shown are only samples of the title codes paid on this scale; see the Title Code/Salary Scale Cross Reference for a complete list.

Ref: UCOP Table 2

ACTING PROFESSOR TITLES - REGULAR SCALES*

ACADEMIC YEAR RATES

Rank	Step	Scale 10/1/04		Scale 10/1/05	
		Annual	Monthly	Annual	Monthly
ACTING ASSISTANT PROFESSOR (1307)	I	44,000	3,666.67	44,800	3,733.33
	II	46,500	3,875.00	47,400	3,950.00
	III	49,100	4,091.67	50,100	4,175.00
	IV	51,900	4,325.00	52,900	4,408.33

FISCAL YEAR RATES

ACTING ASSISTANT PROFESSOR (e.g.,1317)	I	51,200	4,266.67	52,300	4,358.33
	II	54,000	4,500.00	55,000	4,583.33
	III	56,900	4,741.67	58,000	4,833.33
	IV	60,000	5,000.00	61,300	5,108.33

*See the Academic Personnel Manual for maximum years of service with an Acting title.

NOTE: See the Professor Series - Regular Scales for salaries for the Acting Associate Professor and Acting Professor titles.

The title codes shown are only samples of the title codes paid on this scale; see the Title Code/Salary Scale Cross Reference for a complete list.

Ref: UCOP Table 9

**PROFESSOR SERIES - REGULAR SCALES
SUMMER RESEARCH*
ACADEMIC YEAR RATES - ONE NINTH**

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly (1/9)	Annual	Monthly (1/9)
ASSISTANT RESEARCH (e.g.,3225)	I	2 yrs.	46,300	5,144.44	47,200	5,244.44
	II	2 yrs.	48,900	5,433.33	49,900	5,544.44
	III	2 yrs.	51,700	5,744.44	52,700	5,855.56
	IV	2 yrs.	54,600	6,066.67	55,700	6,188.89
	V	2 yrs.	57,300	6,366.67	58,400	6,488.89
	VI	2 yrs.	60,100	6,677.78	61,300	6,811.11
ASSOCIATE RESEARCH (e.g.,3215)	I	2 yrs.	57,400	6,377.78	58,500	6,500.00
	II	2 yrs.	60,200	6,688.89	61,400	6,822.22
	III	2 yrs.	63,500	7,055.56	64,800	7,200.00
	IV	3 yrs.	67,400	7,488.89	68,700	7,633.33
	V	3 yrs.	72,600	8,066.67	74,100	8,233.33
RESEARCH (e.g., 3205)	I	3 yrs.	67,500	7,500.00	68,800	7,644.44
	II	3 yrs.	72,700	8,077.78	74,200	8,244.44
	III	3 yrs.	78,600	8,733.33	80,200	8,911.11
	IV	3 yrs.	85,300	9,477.78	87,000	9,666.67
	V	--	92,600	10,288.89	94,500	10,500.00
	VI	--	100,400	11,155.56	102,400	11,377.78
	VII	--	109,100	12,122.22	111,300	12,366.67
	VIII	--	118,100	13,122.22	120,500	13,388.89
	IX	--	128,300	14,255.56	130,900	14,544.44

*These rates are applicable only to appointees who also hold an Academic-Year (9-month) appointment in the professorial series (e.g. Regular Ranks, In Residence, or Adjunct Professor).
The monthly rate is normally used for faculty members who are employed during the summer months.

Ref: UCOP Table 14

PROFESSOR SERIES - BUSINESS AND ENGINEERING SCALES*
ACADEMIC YEAR RATES

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly	Annual	Monthly
ASSISTANT PROFESSOR (e.g.,1343)	I	2 yrs.	61,600	5,133.33	62,800	5,233.33
	II	2 yrs.	64,700	5,391.67	66,000	5,500.00
	III	2 yrs.	67,900	5,658.33	69,300	5,775.00
	IV	2 yrs.	71,500	5,958.33	72,900	6,075.00
	V	2 yrs.	74,600	6,216.67	76,100	6,341.67
	VI	2 yrs.	77,300	6,441.67	78,800	6,566.67
ASSOCIATE PROFESSOR (e.g.,1243)	I	2 yrs.	74,700	6,225.00	76,200	6,350.00
	II	2 yrs.	77,400	6,450.00	78,900	6,575.00
	III	2 yrs.	80,500	6,708.33	82,100	6,841.67
	IV	3 yrs.	82,800	6,900.00	84,500	7,041.67
	V	3 yrs.	85,400	7,116.67	87,100	7,258.33
PROFESSOR (e.g.,1143)	I	3 yrs.	82,900	6,908.33	84,600	7,050.00
	II	3 yrs.	85,500	7,125.00	87,200	7,266.67
	III	3 yrs.	90,900	7,575.00	92,700	7,725.00
	IV	3 yrs.	97,400	8,116.67	99,300	8,275.00
	V	--	104,800	8,733.33	106,900	8,908.33
	VI	--	113,000	9,416.67	115,300	9,608.33
	VII	--	121,000	10,083.33	123,400	10,283.33
	VIII	--	130,200	10,850.00	132,800	11,066.67
	IX	--	141,500	11,791.67	144,300	12,025.00

*The title codes shown are only samples of the title codes paid on this scale; see the Title Code/Salary Scale Cross Reference for a complete list. These rates also are used for research appointments which occur during the academic year (i.e., sabbatical supplement, one quarter of research leave, etc.). Normally such appointments are funded from extramural sources.

Ref: UCOP Table 3

PROFESSOR SERIES - BUSINESS AND ENGINEERING SCALES*
FISCAL YEAR RATES

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly	Annual	Monthly
ASSISTANT PROFESSOR (e.g.,1344)	I	2 yrs.	71,400	5,950.00	72,800	6,066.67
	II	2 yrs.	75,100	6,258.33	76,600	6,383.33
	III	2 yrs.	78,900	6,575.00	80,500	6,708.33
	IV	2 yrs.	82,600	6,883.33	84,300	7,025.00
	V	2 yrs.	86,400	7,200.00	88,100	7,341.67
	VI	2 yrs.	89,600	7,466.67	91,400	7,616.67
ASSOCIATE PROFESSOR (e.g.1244)	I	2 yrs.	86,500	7,208.33	88,200	7,350.00
	II	2 yrs.	89,700	7,475.00	91,500	7,625.00
	III	2 yrs.	93,200	7,766.67	95,100	7,925.00
	IV	3 yrs.	96,000	8,000.00	97,900	8,158.33
	V	3 yrs.	99,200	8,266.67	101,200	8,433.33
PROFESSOR (e.g.,1144)	I	3 yrs.	96,100	8,008.33	98,000	8,166.67
	II	3 yrs.	99,300	8,275.00	101,300	8,441.67
	III	3 yrs.	105,300	8,775.00	107,400	8,950.00
	IV	3 yrs.	113,000	9,416.67	115,300	9,608.33
	V	--	121,600	10,133.33	124,000	10,333.33
	VI	--	130,900	10,908.33	133,500	11,125.00
	VII	--	140,200	11,683.33	143,000	11,916.67
	VIII	--	150,100	12,508.33	153,100	12,758.33
	IX	--	163,000	13,583.33	166,300	13,858.33

* The title codes shown are only samples of the title codes paid on this scale; see the Title Code/Salary Scale Cross Reference for a complete list.

Ref: UCOP Table 4

ACTING PROFESSOR TITLES - BUSINESS AND ENGINEERING SCALES*

ACADEMIC YEAR RATES

Rank	Step	Scale 10/01/04		Scale 10/1/05	
		Annual	Monthly	Annual	Monthly
ACTING ASSISTANT	I	58,500	4,875.00	59,700	4,975.00
PROFESSOR	II	61,500	5,125.00	62,700	5,225.00
(1977)	III	64,500	5,375.00	65,800	5,483.33

FISCAL YEAR RATES

ACTING ASSISTANT	I	67,800	5,650.00	69,200	5,766.67
PROFESSOR	II	71,300	5,941.67	72,800	6,066.67
(1978)	III	75,000	6,250.00	76,500	6,375.00

*See the Academic Personnel Manual for maximum years of service with an Acting title.

NOTE: See the Professor Series - Business and Engineering Scales for salaries for the Acting Associate Professor and Acting Professor titles.

The title codes shown are only samples of the title codes paid on this scale; see the Title Code/Salary Scale Cross Reference for a complete list.

Ref: UCOP Table 9

PROFESSOR SERIES - BUSINESS AND ENGINEERING SCALES
SUMMER RESEARCH*
ACADEMIC YEAR RATES - ONE NINTH

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly (1/9)	Annual	Monthly (1/9)
ASSISTANT RESEARCHER (1986)	I	2 yrs.	61,600	6,844.44	62,800	6,977.78
	II	2 yrs.	64,700	7,188.89	66,000	7,333.33
	III	2 yrs.	67,900	7,544.44	69,300	7,700.00
	IV	2 yrs.	71,500	7,944.44	72,900	8,100.00
	V	2 yrs.	74,600	8,288.89	76,100	8,455.56
	VI	2 yrs.	77,300	8,588.89	78,800	8,755.56
ASSOCIATE RESEARCHER (1984)	I	2 yrs.	74,700	8,300.00	76,200	8,466.67
	II	2 yrs.	77,400	8,600.00	78,900	8,766.67
	III	2 yrs.	80,500	8,944.44	82,100	9,122.22
	IV	3 yrs.	82,800	9,200.00	84,500	9,388.89
	V	3 yrs.	85,400	9,488.89	87,100	9,677.78
RESEARCHER (1982)	I	3 yrs.	82,900	9,211.11	84,600	9,400.00
	II	3 yrs.	85,500	9,500.00	87,200	9,688.89
	III	3 yrs.	90,900	10,100.00	92,700	10,300.00
	IV	3 yrs.	97,400	10,822.22	99,300	11,033.33
	V	--	104,800	11,644.44	106,900	11,877.78
	VI	--	113,000	12,555.56	115,300	12,811.11
	VII	--	121,000	13,444.44	123,400	13,711.11
	VIII	--	130,200	14,466.67	132,800	14,755.56
	IX	--	141,500	15,722.22	144,300	16,033.33

*These rates are applicable only to appointees who also hold an Academic-Year appointment in the professorial series (e.g. Regular Ranks, In Residence or Adjunct Professor).
The monthly rate is normally used for faculty members who are employed during the summer months.

Ref: UCOP Table 3

**FACULTY LADDER RANK - SPECIALIZED SCALES
HEALTH SCIENCES COMPENSATION PLAN**

SALARY SCALES EFFECTIVE 10/1/2005

RANK	STEP	SCALE 0		SCALE 1			SCALE 2			SCALE 3		
		Annual 1.00	Monthly REG	Annual 1.10	Monthly REG	Monthly HS1	Annual 1.20	Monthly REG	Monthly HS2	Annual 1.30	Monthly REG	Monthly HS3
INSTRUCTOR		47,300	3,941.67	52,000	3,941.67	391.67	56,800	3,941.67	791.67	61,500	3,941.67	1,183.33
ASSISTANT PROFESSOR	I	55,000	4,583.33	60,500	4,583.33	458.33	66,000	4,583.33	916.67	71,500	4,583.33	1,375.00
	II	57,900	4,825.00	63,700	4,825.00	483.33	69,500	4,825.00	966.67	75,300	4,825.00	1,450.00
	III	61,100	5,091.67	67,200	5,091.67	508.33	73,300	5,091.67	1,016.67	79,400	5,091.67	1,525.00
	IV	64,500	5,375.00	71,000	5,375.00	541.67	77,400	5,375.00	1,075.00	83,900	5,375.00	1,616.67
	V	67,700	5,641.67	74,500	5,641.67	566.67	81,200	5,641.67	1,125.00	88,000	5,641.67	1,691.67
	VI	71,100	5,925.00	78,200	5,925.00	591.67	85,300	5,925.00	1,183.33	92,400	5,925.00	1,775.00
ASSOCIATE PROFESSOR	I	67,800	5,650.00	74,600	5,650.00	566.67	81,400	5,650.00	1,133.33	88,100	5,650.00	1,691.67
	II	71,200	5,933.33	78,300	5,933.33	591.67	85,400	5,933.33	1,183.33	92,600	5,933.33	1,783.33
	III	75,300	6,275.00	82,800	6,275.00	625.00	90,400	6,275.00	1,258.33	97,900	6,275.00	1,883.33
	IV	80,000	6,666.67	88,000	6,666.67	666.67	96,000	6,666.67	1,333.33	104,000	6,666.67	2,000.00
	V	85,800	7,150.00	94,400	7,150.00	716.67	103,000	7,150.00	1,433.33	111,500	7,150.00	2,141.67
PROFESSOR	I	80,100	6,675.00	88,100	6,675.00	666.67	96,100	6,675.00	1,333.33	104,100	6,675.00	2,000.00
	II	85,900	7,158.33	94,500	7,158.33	716.67	103,100	7,158.33	1,433.33	111,700	7,158.33	2,150.00
	III	93,100	7,758.33	102,400	7,758.33	775.00	111,700	7,758.33	1,550.00	121,000	7,758.33	2,325.00
	IV	101,000	8,416.67	111,100	8,416.67	841.67	121,200	8,416.67	1,683.33	131,300	8,416.67	2,525.00
	V	109,500	9,125.00	120,500	9,125.00	916.67	131,400	9,125.00	1,825.00	142,400	9,125.00	2,741.67
	VI	118,900	9,908.33	130,800	9,908.33	991.67	142,700	9,908.33	1,983.33	154,600	9,908.33	2,975.00
	VII	129,000	10,750.00	141,900	10,750.00	1,075.00	154,800	10,750.00	2,150.00	167,700	10,750.00	3,225.00
	VIII	139,700	11,641.67	153,700	11,641.67	1,166.67	167,600	11,641.67	2,325.00	181,600	11,641.67	3,491.67
	IX*	151,800	12,650.00	167,000	12,650.00	1,266.67	182,200	12,650.00	2,533.33	197,300	12,650.00	3,791.67

Scales 1 through 3 use ONLY the corresponding HS code (i.e., Scale 1 = HS1, Scale 2 = HS2, Scale 3 = HS3)

Scales 4 through 9 MUST have HS3 line AND corresponding HS code

Ref: UCOP Table 5

**FACULTY LADDER RANK - SPECIALIZED SCALES
HEALTH SCIENCES COMPENSATION PLAN**

SALARY SCALES EFFECTIVE 10/1/2005

RANK	STEP	SCALE 4				SCALE 5				SCALE 6			
		Annual 1.40	Monthly REG	Monthly HS3	Monthly HS4	Annual 1.50	Monthly REG	Monthly HS3	Monthly HS5	Annual 1.65	Monthly REG	Monthly HS3	Monthly HS6
INSTRUCTOR		66,200	3,941.67	1,183.33	391.67	71,000	3,942	1,183.33	791.67	78,000	3,941.67	1,183.33	1,375.00
ASSISTANT PROFESSOR	I	77,000	4,583.33	1,375.00	458.33	82,500	4,583	1,375.00	916.67	90,800	4,583.33	1,375.00	1,608.33
	II	81,100	4,825.00	1,450.00	483.33	86,900	4,825	1,450.00	966.67	95,500	4,825.00	1,450.00	1,683.33
	III	85,500	5,091.67	1,525.00	508.33	91,700	5,092	1,525.00	1,025.00	100,800	5,091.67	1,525.00	1,783.33
	IV	90,300	5,375.00	1,616.67	533.33	96,800	5,375	1,616.67	1,075.00	106,400	5,375.00	1,616.67	1,875.00
	V	94,800	5,641.67	1,691.67	566.67	101,600	5,642	1,691.67	1,133.33	111,700	5,641.67	1,691.67	1,975.00
	VI	99,500	5,925.00	1,775.00	591.67	106,700	5,925	1,775.00	1,191.67	117,300	5,925.00	1,775.00	2,075.00
ASSOCIATE PROFESSOR	I	94,900	5,650.00	1,691.67	566.67	101,700	5,650	1,691.67	1,133.33	111,900	5,650.00	1,691.67	1,983.33
	II	99,700	5,933.33	1,783.33	591.67	106,800	5,933	1,783.33	1,183.33	117,500	5,933.33	1,783.33	2,075.00
	III	105,400	6,275.00	1,883.33	625.00	113,000	6,275	1,883.33	1,258.33	124,200	6,275.00	1,883.33	2,191.67
	IV	112,000	6,666.67	2,000.00	666.67	120,000	6,667	2,000.00	1,333.33	132,000	6,666.67	2,000.00	2,333.33
	V	120,100	7,150.00	2,141.67	716.67	128,700	7,150	2,141.67	1,433.33	141,600	7,150.00	2,141.67	2,508.33
PROFESSOR	I	112,100	6,675.00	2,000.00	666.67	120,200	6,675	2,000.00	1,341.67	132,200	6,675.00	2,000.00	2,341.67
	II	120,300	7,158.33	2,150.00	716.67	128,900	7,158	2,150.00	1,433.33	141,700	7,158.33	2,150.00	2,500.00
	III	130,300	7,758.33	2,325.00	775.00	139,700	7,758	2,325.00	1,558.33	153,600	7,758.33	2,325.00	2,716.67
	IV	141,400	8,416.67	2,525.00	841.67	151,500	8,417	2,525.00	1,683.33	166,700	8,416.67	2,525.00	2,950.00
	V	153,300	9,125.00	2,741.67	908.33	164,300	9,125	2,741.67	1,825.00	180,700	9,125.00	2,741.67	3,191.67
	VI	166,500	9,908.33	2,975.00	991.67	178,400	9,908	2,975.00	1,983.33	196,200	9,908.33	2,975.00	3,466.67
	VII	180,600	10,750.00	3,225.00	1,075.00	193,500	10,750	3,225.00	2,150.00	212,900	10,750.00	3,225.00	3,766.67
	VIII	195,600	11,641.67	3,491.67	1,166.67	209,600	11,642	3,491.67	2,333.33	230,500	11,641.67	3,491.67	4,075.00
	IX*	212,500	12,650.00	3,791.67	1,266.67	227,700	12,650	3,791.67	2,533.33	250,500	12,650.00	3,791.67	4,433.33

Scales 1 through 3 use ONLY the corresponding HS code (i.e., Scale 1 = HS1, Scale 2 = HS2, Scale 3 = HS3)

Scales 4 through 9 MUST have HS3 line AND corresponding HS code

Ref: UCOP Table 5

**FACULTY LADDER RANK - SPECIALIZED SCALES
HEALTH SCIENCES COMPENSATION PLAN**

SALARY SCALES EFFECTIVE 10/1/2005

RANK	STEP	SCALE 7				SCALE 8				SCALE 9			
		Annual 1.80	Monthly REG	Monthly HS3	Monthly HS7	Annual 2.00	Monthly REG	Monthly HS3	Monthly HS8	Annual 2.25	Monthly REG	Monthly HS3	Monthly HS9
INSTRUCTOR		85,100	3,941.67	1,183.33	1,966.67	94,600	3,941.67	1,183.33	2,758.33	106,400	3,941.67	1,183.33	3,741.67
ASSISTANT	I	99,000	4,583.33	1,375.00	2,291.67	110,000	4,583.33	1,375.00	3,208.33	123,800	4,583.33	1,375.00	4,358.33
PROFESSOR	II	104,200	4,825.00	1,450.00	2,408.33	115,800	4,825.00	1,450.00	3,375.00	130,300	4,825.00	1,450.00	4,583.33
	III	110,000	5,091.67	1,525.00	2,550.00	122,200	5,091.67	1,525.00	3,566.67	137,500	5,091.67	1,525.00	4,841.67
	IV	116,100	5,375.00	1,616.67	2,683.33	129,000	5,375.00	1,616.67	3,758.33	145,100	5,375.00	1,616.67	5,100.00
	V	121,900	5,641.67	1,691.67	2,825.00	135,400	5,641.67	1,691.67	3,950.00	152,300	5,641.67	1,691.67	5,358.33
	VI	128,000	5,925.00	1,775.00	2,966.67	142,200	5,925.00	1,775.00	4,150.00	160,000	5,925.00	1,775.00	5,633.33
ASSOCIATE	I	122,000	5,650.00	1,691.67	2,825.00	135,600	5,650.00	1,691.67	3,958.33	152,600	5,650.00	1,691.67	5,375.00
PROFESSOR	II	128,200	5,933.33	1,783.33	2,966.67	142,400	5,933.33	1,783.33	4,150.00	160,200	5,933.33	1,783.33	5,633.33
	III	135,500	6,275.00	1,883.33	3,133.33	150,600	6,275.00	1,883.33	4,391.67	169,400	6,275.00	1,883.33	5,958.33
	IV	144,000	6,666.67	2,000.00	3,333.33	160,000	6,666.67	2,000.00	4,666.67	180,000	6,666.67	2,000.00	6,333.33
	V	154,400	7,150.00	2,141.67	3,575.00	171,600	7,150.00	2,141.67	5,008.33	193,100	7,150.00	2,141.67	6,800.00
PROFESSOR	I	144,200	6,675.00	2,000.00	3,341.67	160,200	6,675.00	2,000.00	4,675.00	180,200	6,675.00	2,000.00	6,341.67
	II	154,600	7,158.33	2,150.00	3,575.00	171,800	7,158.33	2,150.00	5,008.33	193,300	7,158.33	2,150.00	6,800.00
	III	167,600	7,758.33	2,325.00	3,883.33	186,200	7,758.33	2,325.00	5,433.33	209,500	7,758.33	2,325.00	7,375.00
	IV	181,800	8,416.67	2,525.00	4,208.33	202,000	8,416.67	2,525.00	5,891.67	227,300	8,416.67	2,525.00	8,000.00
	V	197,100	9,125.00	2,741.67	4,558.33	219,000	9,125.00	2,741.67	6,383.33	246,400	9,125.00	2,741.67	8,666.67
	VI	214,000	9,908.33	2,975.00	4,950.00	237,800	9,908.33	2,975.00	6,933.33	267,500	9,908.33	2,975.00	9,408.33
	VII	232,200	10,750.00	3,225.00	5,375.00	258,000	10,750.00	3,225.00	7,525.00	290,300	10,750.00	3,225.00	10,216.67
	VIII	251,500	11,641.67	3,491.67	5,825.00	279,400	11,641.67	3,491.67	8,150.00	314,300	11,641.67	3,491.67	11,058.33
	IX*	273,200	12,650.00	3,791.67	6,325.00	303,600	12,650.00	3,791.67	8,858.33	341,600	12,650.00	3,791.67	12,025.00

Scales 1 through 3 use ONLY the corresponding HS code (i.e., Scale 1 = HS1, Scale 2 = HS2, Scale 3 = HS3)

Scales 4 through 9 MUST have HS3 line AND corresponding HS code

Ref: UCOP Table 5

RESIDENT PHYSICIANS (OR POST-M.D.'S)

FISCAL YEAR RATES

Title	Step	Scale 1/1/05		Scale 10/1/05	
		Annual	Monthly	Annual	Monthly
RESIDENT PHYSICIAN (2708 - Step I)	I	39,215	3,267.92	40,500	3,375.00
(2724 - Steps II-IX)	II	40,824	3,402.00	41,820	3,485.00
	III	42,620	3,551.67	43,504	3,625.33
	IV	45,300	3,775.00	45,300	3,775.00
	V	48,300	4,025.00	48,300	4,025.00
	VI	49,900	4,158.33	49,900	4,158.33
	VII	51,600	4,300.00	51,600	4,300.00
	VIII	53,500	4,458.33	53,500	4,458.33
	IX	55,100	4,591.67	55,100	4,591.67

NOTE: The compensation of a Chief Resident Physician should be paid according to their step assignment as a Resident Physician (title code 2724) plus an additional fixed annual stipend as Senior/Chief Resident under title code 2725.

Ref: UCOP Table 23

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

Title	Scale 10/1/04		Scale 10/1/05	
	Annual Range	Monthly Range	Annual Range	Monthly Range
ACADEMIC YEAR				
Lecturer with Security of Employment (1607)	40,896 - 110,460	3,408.00 - 9,205.00	41,712 - 112,668	3,476.00 - 9,389.00
Lecturer with Potential SOE - 100% Time (1680)	67,896 - 110,460	5,658.00 - 9,205.00	69,252 - 112,668	5,771.00 - 9,389.00
Senior Lecturer with Security of Employment (1603)				
Senior Lecturer with Potential SOE - 100% Time (1683)				
FISCAL YEAR				
Lecturer with Security of Employment (1617)	46,836 - 131,064	3,903.00 - 10,922.00	47,772 - 133,680	3,981.00 - 11,140.00
Lecturer with Potential SOE - 100% Time (1682)				
Senior Lecturer with Security of Employment (1613)	78,528 - 131,064	6,544.00 - 10,922.00	80,100 - 133,680	6,675.00 - 11,140.00
Senior Lecturer with Potential SOE - 100% Time (1685)				

For salary levels within range, see SOE rate table (pages 11ab).

Ref: UCOP Table 12A

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

Scale 10/1/04		Scale 10/1/05	
Annual	Monthly	Annual	Monthly
40,896	3,408.00	41,712	3,476.00
41,808	3,484.00	42,648	3,554.00
42,744	3,562.00	43,596	3,633.00
43,764	3,647.00	44,640	3,720.00
44,772	3,731.00	45,672	3,806.00
45,840	3,820.00	46,752	3,896.00
46,836	3,903.00	47,772	3,981.00
47,928	3,994.00	48,888	4,074.00
49,080	4,090.00	50,064	4,172.00
50,184	4,182.00	51,192	4,266.00
51,420	4,285.00	52,452	4,371.00
52,620	4,385.00	53,676	4,473.00
53,832	4,486.00	54,912	4,576.00
55,044	4,587.00	56,148	4,679.00
56,400	4,700.00	57,528	4,794.00
57,684	4,807.00	58,836	4,903.00
59,028	4,919.00	60,204	5,017.00
60,492	5,041.00	61,704	5,142.00
61,992	5,166.00	63,228	5,269.00
63,624	5,302.00	64,896	5,408.00
65,004	5,417.00	66,300	5,525.00
66,540	5,545.00	67,872	5,656.00
67,896	5,658.00	69,252	5,771.00
69,324	5,777.00	70,716	5,893.00
71,268	5,939.00	72,696	6,058.00
73,128	6,094.00	74,592	6,216.00
74,616	6,218.00	76,104	6,342.00

Ref: UCOP Table 12B-1

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

Scale 10/1/04		Scale 10/1/05	
Annual	Monthly	Annual	Monthly
76,536	6,378.00	78,072	6,506.00
78,528	6,544.00	80,100	6,675.00
80,280	6,690.00	81,888	6,824.00
81,840	6,820.00	83,472	6,956.00
83,748	6,979.00	85,428	7,119.00
86,064	7,172.00	87,780	7,315.00
88,044	7,337.00	89,808	7,484.00
89,976	7,498.00	91,776	7,648.00
91,824	7,652.00	93,660	7,805.00
94,224	7,852.00	96,108	8,009.00
96,084	8,007.00	98,004	8,167.00
98,016	8,168.00	99,972	8,331.00
100,404	8,367.00	102,408	8,534.00
102,912	8,576.00	104,976	8,748.00
105,192	8,766.00	107,292	8,941.00
107,592	8,966.00	109,740	9,145.00
110,460	9,205.00	112,668	9,389.00
113,388	9,449.00	115,656	9,638.00
116,196	9,683.00	118,524	9,877.00
118,932	9,911.00	121,308	10,109.00
121,896	10,158.00	124,332	10,361.00
124,872	10,406.00	127,368	10,614.00
127,932	10,661.00	130,488	10,874.00
131,064	10,922.00	133,680	11,140.00

Ref: UCOP Table 12B-1

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
LECTURERS - PRE-SIX APPOINTMENTS
LECTURERS - POTENTIAL SECURITY OF EMPLOYMENT, LESS THAN 100%**

	Scale 10/1/04	Scale 07/1/05	Scale 10/1/05
TITLE	Annual Range	Annual Range	Annual Range
ACADEMIC YEAR			
Lecturer (Pre-Six) (e.g., 1630, 1632)	35,868 - 99,456	37,572 - 99,456	38,328 - 101,448
Senior Lecturer (Pre-Six) (e.g, 1640, 1642)	60,552 - 99,456	60,552 - 99,456	61,764 - 101,448

For salary levels within range, see Non-Senate Instructional Unit Academic Standard Table of Pay Rates (pages 12ab).

Range Adjustment for exclusively represented employees is determined through the collective bargaining process, as set out in the MOU.

Ref: UCOP Table 18

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS, PRE-SIX APPOINTMENTS
AND POTENTIAL SOE, LESS THAN 100%**

Scale 10/1/04			Scale 7/1/05			Scale 10/1/05		
Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month
35,868	2,989.00	3,985.33						
36,696	3,058.00	4,077.33						
37,572	3,131.00	4,174.67	37,572	3,131.00	4,174.67	38,328	3,194.00	4,258.67
38,376	3,198.00	4,264.00	38,376	3,198.00	4,264.00	39,144	3,262.00	4,349.33
39,264	3,272.00	4,362.67	39,264	3,272.00	4,362.67	40,044	3,337.00	4,449.33
40,200	3,350.00	4,466.67	40,200	3,350.00	4,466.67	41,004	3,417.00	4,556.00
41,112	3,426.00	4,568.00	41,112	3,426.00	4,568.00	41,940	3,495.00	4,660.00
41,712	3,476.00	4,634.67	41,712	3,476.00	4,634.67	42,552	3,546.00	4,728.00
42,588	3,549.00	4,732.00	42,588	3,549.00	4,732.00	43,440	3,620.00	4,826.67
43,596	3,633.00	4,844.00	43,596	3,633.00	4,844.00	44,472	3,706.00	4,941.33
44,676	3,723.00	4,964.00	44,676	3,723.00	4,964.00	45,564	3,797.00	5,062.67
45,660	3,805.00	5,073.33	45,660	3,805.00	5,073.33	46,572	3,881.00	5,174.67
46,812	3,901.00	5,201.33	46,812	3,901.00	5,201.33	47,748	3,979.00	5,305.33
47,880	3,990.00	5,320.00	47,880	3,990.00	5,320.00	48,840	4,070.00	5,426.67
48,996	4,083.00	5,444.00	48,996	4,083.00	5,444.00	49,980	4,165.00	5,553.33
50,088	4,174.00	5,565.33	50,088	4,174.00	5,565.33	51,084	4,257.00	5,676.00
51,264	4,272.00	5,696.00	51,264	4,272.00	5,696.00	52,284	4,357.00	5,809.33
52,476	4,373.00	5,830.67	52,476	4,373.00	5,830.67	53,520	4,460.00	5,946.67
53,700	4,475.00	5,966.67	53,700	4,475.00	5,966.67	54,780	4,565.00	6,086.67
55,056	4,588.00	6,117.33	55,056	4,588.00	6,117.33	56,160	4,680.00	6,240.00
56,376	4,698.00	6,264.00	56,376	4,698.00	6,264.00	57,504	4,792.00	6,389.33
57,888	4,824.00	6,432.00	57,888	4,824.00	6,432.00	59,040	4,920.00	6,560.00
59,136	4,928.00	6,570.67	59,136	4,928.00	6,570.67	60,324	5,027.00	6,702.67
60,552	5,046.00	6,728.00	60,552	5,046.00	6,728.00	61,764	5,147.00	6,862.67
61,812	5,151.00	6,868.00	61,812	5,151.00	6,868.00	63,048	5,254.00	7,005.33
63,072	5,256.00	7,008.00	63,072	5,256.00	7,008.00	64,332	5,361.00	7,148.00
64,824	5,402.00	7,202.67	64,824	5,402.00	7,202.67	66,120	5,510.00	7,346.67
66,564	5,547.00	7,396.00	66,564	5,547.00	7,396.00	67,896	5,658.00	7,544.00
67,896	5,658.00	7,544.00	67,896	5,658.00	7,544.00	69,252	5,771.00	7,694.67
69,612	5,801.00	7,734.67	69,612	5,801.00	7,734.67	71,004	5,917.00	7,889.33
71,448	5,954.00	7,938.67	71,448	5,954.00	7,938.67	72,876	6,073.00	8,097.33
73,032	6,086.00	8,114.67	73,032	6,086.00	8,114.67	74,496	6,208.00	8,277.33
74,412	6,201.00	8,268.00	74,412	6,201.00	8,268.00	75,900	6,325.00	8,433.33
76,176	6,348.00	8,464.00	76,176	6,348.00	8,464.00	77,700	6,475.00	8,633.33

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS, PRE-SIX APPOINTMENTS
AND POTENTIAL SOE, LESS THAN 100%**

Scale 10/1/04			Scale 7/1/05			Scale 10/1/05		
Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month
78,312	6,526.00	8,701.33	78,312	6,526.00	8,701.33	79,884	6,657.00	8,876.00
80,016	6,668.00	8,890.67	80,016	6,668.00	8,890.67	81,612	6,801.00	9,068.00
81,852	6,821.00	9,094.67	81,852	6,821.00	9,094.67	83,484	6,957.00	9,276.00
82,776	6,898.00	9,197.33	82,776	6,898.00	9,197.33	84,432	7,036.00	9,381.33
84,900	7,075.00	9,433.33	84,900	7,075.00	9,433.33	86,604	7,217.00	9,622.67
86,568	7,214.00	9,618.67	86,568	7,214.00	9,618.67	88,296	7,358.00	9,810.67
88,284	7,357.00	9,809.33	88,284	7,357.00	9,809.33	90,048	7,504.00	10,005.33
90,456	7,538.00	10,050.67	90,456	7,538.00	10,050.67	92,268	7,689.00	10,252.00
92,700	7,725.00	10,300.00	92,700	7,725.00	10,300.00	94,560	7,880.00	10,506.67
94,800	7,900.00	10,533.33	94,800	7,900.00	10,533.33	96,696	8,058.00	10,744.00
96,960	8,080.00	10,773.33	96,960	8,080.00	10,773.33	98,904	8,242.00	10,989.33
99,456	8,288.00	11,050.67	99,456	8,288.00	11,050.67	101,448	8,454.00	11,272.00
102,168	8,514.00	11,352.00	102,168	8,514.00	11,352.00	104,208	8,684.00	11,578.67
104,652	8,721.00	11,628.00	104,652	8,721.00	11,628.00	106,740	8,895.00	11,860.00
107,124	8,927.00	11,902.67	107,124	8,927.00	11,902.67	109,272	9,106.00	12,141.33
109,848	9,154.00	12,205.33	109,848	9,154.00	12,205.33	112,044	9,337.00	12,449.33
112,500	9,375.00	12,500.00	112,500	9,375.00	12,500.00	114,756	9,563.00	12,750.67
115,284	9,607.00	12,809.33	115,284	9,607.00	12,809.33	117,588	9,799.00	13,065.33
118,092	9,841.00	13,121.33	118,092	9,841.00	13,121.33	120,456	10,038.00	13,384.00
120,996	10,083.00	13,444.00	120,996	10,083.00	13,444.00	123,420	10,285.00	13,713.33
123,996	10,333.00	13,777.33	123,996	10,333.00	13,777.33	126,480	10,540.00	14,053.33

Ref: UCOP Table 19

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
LECTURERS - CONTINUING APPOINTMENTS**

	Scale 10/1/04	Scale 7/1/05	Scale 10/1/05
TITLE	Annual Range	Annual Range	Annual Range
ACADEMIC YEAR			
Lecturer (Continuing) (e.g., 1631, 1633)	40,200 - 99,456	41,712 - 99,456	42,552 - 101,448
Senior Lecturer (Continuing) (e.g., 1641, 1643)	60,552 - 99,456	60,552 - 99,456	61,764 - 101,448

For salary levels within range, see Non-Senate Instructional Unit Academic Standard Table of Pay Rates (pages 13ab).

Range Adjustment for exclusively represented employees is determined through the collective bargaining process, as set out in the MOU.

Ref: UCOP Table 18

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS, 3 YR CONTRACTS/CONTINUING APPOINTMENTS**

Scale 10/1/04			Scale 7/1/05			Scale 10/1/05		
Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month
35,868	2,989.00	3,985.33						
36,696	3,058.00	4,077.33						
37,572	3,131.00	4,174.67	37,572	3,131.00	4,174.67	38,328	3,194.00	4,258.67
38,376	3,198.00	4,264.00	38,376	3,198.00	4,264.00	39,144	3,262.00	4,349.33
39,264	3,272.00	4,362.67	39,264	3,272.00	4,362.67	40,044	3,337.00	4,449.33
40,200	3,350.00	4,466.67	40,200	3,350.00	4,466.67	41,004	3,417.00	4,556.00
41,112	3,426.00	4,568.00	41,112	3,426.00	4,568.00	41,940	3,495.00	4,660.00
41,712	3,476.00	4,634.67	41,712	3,476.00	4,634.67	42,552	3,546.00	4,728.00
42,588	3,549.00	4,732.00	42,588	3,549.00	4,732.00	43,440	3,620.00	4,826.67
43,596	3,633.00	4,844.00	43,596	3,633.00	4,844.00	44,472	3,706.00	4,941.33
44,676	3,723.00	4,964.00	44,676	3,723.00	4,964.00	45,564	3,797.00	5,062.67
45,660	3,805.00	5,073.33	45,660	3,805.00	5,073.33	46,572	3,881.00	5,174.67
46,812	3,901.00	5,201.33	46,812	3,901.00	5,201.33	47,748	3,979.00	5,305.33
47,880	3,990.00	5,320.00	47,880	3,990.00	5,320.00	48,840	4,070.00	5,426.67
48,996	4,083.00	5,444.00	48,996	4,083.00	5,444.00	49,980	4,165.00	5,553.33
50,088	4,174.00	5,565.33	50,088	4,174.00	5,565.33	51,084	4,257.00	5,676.00
51,264	4,272.00	5,696.00	51,264	4,272.00	5,696.00	52,284	4,357.00	5,809.33
52,476	4,373.00	5,830.67	52,476	4,373.00	5,830.67	53,520	4,460.00	5,946.67
53,700	4,475.00	5,966.67	53,700	4,475.00	5,966.67	54,780	4,565.00	6,086.67
55,056	4,588.00	6,117.33	55,056	4,588.00	6,117.33	56,160	4,680.00	6,240.00
56,376	4,698.00	6,264.00	56,376	4,698.00	6,264.00	57,504	4,792.00	6,389.33
57,888	4,824.00	6,432.00	57,888	4,824.00	6,432.00	59,040	4,920.00	6,560.00
59,136	4,928.00	6,570.67	59,136	4,928.00	6,570.67	60,324	5,027.00	6,702.67
60,552	5,046.00	6,728.00	60,552	5,046.00	6,728.00	61,764	5,147.00	6,862.67
61,812	5,151.00	6,868.00	61,812	5,151.00	6,868.00	63,048	5,254.00	7,005.33
63,072	5,256.00	7,008.00	63,072	5,256.00	7,008.00	64,332	5,361.00	7,148.00
64,824	5,402.00	7,202.67	64,824	5,402.00	7,202.67	66,120	5,510.00	7,346.67
66,564	5,547.00	7,396.00	66,564	5,547.00	7,396.00	67,896	5,658.00	7,544.00
67,896	5,658.00	7,544.00	67,896	5,658.00	7,544.00	69,252	5,771.00	7,694.67
69,612	5,801.00	7,734.67	69,612	5,801.00	7,734.67	71,004	5,917.00	7,889.33
71,448	5,954.00	7,938.67	71,448	5,954.00	7,938.67	72,876	6,073.00	8,097.33

Re: UCOP Table 19

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS, 3 YR CONTRACTS/CONTINUING APPOINTMENTS**

Scale 10/1/04			Scale 7/1/05			Scale 10/1/05		
Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month
73,032	6,086.00	8,114.67	73,032	6,086.00	8,114.67	74,496	6,208.00	8,277.33
74,412	6,201.00	8,268.00	74,412	6,201.00	8,268.00	75,900	6,325.00	8,433.33
76,176	6,348.00	8,464.00	76,176	6,348.00	8,464.00	77,700	6,475.00	8,633.33
78,312	6,526.00	8,701.33	78,312	6,526.00	8,701.33	79,884	6,657.00	8,876.00
80,016	6,668.00	8,890.67	80,016	6,668.00	8,890.67	81,612	6,801.00	9,068.00
81,852	6,821.00	9,094.67	81,852	6,821.00	9,094.67	83,484	6,957.00	9,276.00
82,776	6,898.00	9,197.33	82,776	6,898.00	9,197.33	84,432	7,036.00	9,381.33
84,900	7,075.00	9,433.33	84,900	7,075.00	9,433.33	86,604	7,217.00	9,622.67
86,568	7,214.00	9,618.67	86,568	7,214.00	9,618.67	88,296	7,358.00	9,810.67
88,284	7,357.00	9,809.33	88,284	7,357.00	9,809.33	90,048	7,504.00	10,005.33
90,456	7,538.00	10,050.67	90,456	7,538.00	10,050.67	92,268	7,689.00	10,252.00
92,700	7,725.00	10,300.00	92,700	7,725.00	10,300.00	94,560	7,880.00	10,506.67
94,800	7,900.00	10,533.33	94,800	7,900.00	10,533.33	96,696	8,058.00	10,744.00
96,960	8,080.00	10,773.33	96,960	8,080.00	10,773.33	98,904	8,242.00	10,989.33
99,456	8,288.00	11,050.67	99,456	8,288.00	11,050.67	101,448	8,454.00	11,272.00
102,168	8,514.00	11,352.00	102,168	8,514.00	11,352.00	104,208	8,684.00	11,578.67
104,652	8,721.00	11,628.00	104,652	8,721.00	11,628.00	106,740	8,895.00	11,860.00
107,124	8,927.00	11,902.67	107,124	8,927.00	11,902.67	109,272	9,106.00	12,141.33
109,848	9,154.00	12,205.33	109,848	9,154.00	12,205.33	112,044	9,337.00	12,449.33
112,500	9,375.00	12,500.00	112,500	9,375.00	12,500.00	114,756	9,563.00	12,750.67
115,284	9,607.00	12,809.33	115,284	9,607.00	12,809.33	117,588	9,799.00	13,065.33
118,092	9,841.00	13,121.33	118,092	9,841.00	13,121.33	120,456	10,038.00	13,384.00
120,996	10,083.00	13,444.00	120,996	10,083.00	13,444.00	123,420	10,285.00	13,713.33
123,996	10,333.00	13,777.33	123,996	10,333.00	13,777.33	126,480	10,540.00	14,053.33

Ref: UCOP Table 19

**PROFESSIONAL RESEARCH SERIES
FISCAL YEAR RATES**

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCHER (e.g.,3220)	I	2 yrs.	53,900	4,491.67	55,000	4,583.33
	II	2 yrs.	56,800	4,733.33	57,900	4,825.00
	III	2 yrs.	59,900	4,991.67	61,100	5,091.67
	IV	2 yrs.	63,200	5,266.67	64,500	5,375.00
	V	2 yrs.	66,400	5,533.33	67,700	5,641.67
	VI	2 yrs.	69,700	5,808.33	71,100	5,925.00
ASSOCIATE RESEARCHER (e.g.,3210)	I	2 yrs.	66,500	5,541.67	67,800	5,650.00
	II	2 yrs.	69,800	5,816.67	71,200	5,933.33
	III	2 yrs.	73,800	6,150.00	75,300	6,275.00
	IV	3 yrs.	78,400	6,533.33	80,000	6,666.67
	V	3 yrs.	84,100	7,008.33	85,800	7,150.00
RESEARCHER (e.g.,3200)	I	3 yrs.	78,500	6,541.67	80,100	6,675.00
	II	3 yrs.	84,200	7,016.67	85,900	7,158.33
	III	3 yrs.	91,300	7,608.33	93,100	7,758.33
	IV	3 yrs.	99,000	8,250.00	101,000	8,416.67
	V	--	107,400	8,950.00	109,500	9,125.00
	VI	--	116,600	9,716.67	118,900	9,908.33
	VII	--	126,500	10,541.67	129,000	10,750.00
	VIII	--	137,000	11,416.67	139,700	11,641.67
	IX	--	148,800	12,400.00	151,800	12,650.00

This scale is used for individuals appointed in the Professional Research series who do not have a professorial appointment.

Ref: UCOP Table 15

**PROFESSIONAL RESEARCH SERIES
BUSINESS AND ENGINEERING SCALES
FISCAL YEAR RATES**

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly	Annual	Monthly
ASSISTANT RESEARCHER (e.g.,1989)	I	2 yrs.	71,400	5,950.00	72,800	6,066.67
	II	2 yrs.	75,100	6,258.33	76,600	6,383.33
	III	2 yrs.	78,900	6,575.00	80,500	6,708.33
	IV	2 yrs.	82,600	6,883.33	84,300	7,025.00
	V	2 yrs.	86,400	7,200.00	88,100	7,341.67
	VI	2 yrs.	89,600	7,466.67	91,400	7,616.67
ASSOCIATE RESEARCHER (e.g.,1988)	I	2 yrs.	86,500	7,208.33	88,200	7,350.00
	II	2 yrs.	89,700	7,475.00	91,500	7,625.00
	III	2 yrs.	93,200	7,766.67	95,100	7,925.00
	IV	3 yrs.	96,000	8,000.00	97,900	8,158.33
	V	3 yrs.	99,200	8,266.67	101,200	8,433.33
RESEARCHER (e.g.,1987)	I	3 yrs.	96,100	8,008.33	98,000	8,166.67
	II	3 yrs.	99,300	8,275.00	101,300	8,441.67
	III	3 yrs.	105,300	8,775.00	107,400	8,950.00
	IV	3 yrs.	113,000	9,416.67	115,300	9,608.33
	V	--	121,600	10,133.33	124,000	10,333.33
	VI	--	130,900	10,908.33	133,500	11,125.00
	VII	--	140,200	11,683.33	143,000	11,916.67
	VIII	--	150,100	12,508.33	153,100	12,758.33
	IX	--	163,000	13,583.33	166,300	13,858.33

This scale is used for individuals appointed in the Professional Research series who do not have a professorial appointment.

Ref: UCOP Scale 16

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

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly	Annual	Monthly
ASSISTANT	I	2 yrs.	45,800	3,816.67	46,700	3,891.67
PROJECT SCIENTIST (3394)	II	2 yrs.	48,300	4,025.00	49,300	4,108.33
	III	2 yrs.	50,900	4,241.67	51,900	4,325.00
	IV	2 yrs.	53,700	4,475.00	54,800	4,566.67
	V	2 yrs.	56,400	4,700.00	57,500	4,791.67
	VI	2 yrs.	59,200	4,933.33	60,400	5,033.33
ASSOCIATE	I	2 yrs.	56,500	4,708.33	57,600	4,800.00
PROJECT SCIENTIST (3392)	II	2 yrs.	59,300	4,941.67	60,500	5,041.67
	III	2 yrs.	62,700	5,225.00	64,000	5,333.33
	IV	3 yrs.	66,600	5,550.00	67,900	5,658.33
	V	3 yrs.	71,500	5,958.33	72,900	6,075.00
	PROJECT SCIENTIST (3390)	I	3 yrs.	66,700	5,558.33	68,000
	II	3 yrs.	71,600	5,966.67	73,000	6,083.33
	III	3 yrs.	77,600	6,466.67	79,200	6,600.00
	IV	3 yrs.	84,200	7,016.67	85,900	7,158.33
	V	--	91,300	7,608.33	93,100	7,758.33
	VI	--	99,100	8,258.33	101,100	8,425.00
	VII	--	107,500	8,958.33	109,700	9,141.67
	VIII	--	116,500	9,708.33	118,800	9,900.00
	IX	--	126,500	10,541.67	129,000	10,750.00

Ref: UCOP Table 42

**PROJECT (E.G., SCIENTIST) SERIES
BUSINESS/MANAGEMENT/ENGINEERING
FISCAL YEAR RATES**

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly	Annual	Monthly
ASSISTANT PROJECT SCIENTIST (3395)	I	2 yrs.	60,700	5,058.33	61,900	5,158.33
	II	2 yrs.	63,800	5,316.67	65,100	5,425.00
	III	2 yrs.	67,100	5,591.67	68,400	5,700.00
	IV	2 yrs.	70,200	5,850.00	71,600	5,966.67
	V	2 yrs.	73,400	6,116.67	74,900	6,241.67
	VI	2 yrs.	76,200	6,350.00	77,700	6,475.00
ASSOCIATE PROJECT SCIENTIST (3393)	I	2 yrs.	73,500	6,125.00	75,000	6,250.00
	II	2 yrs.	76,300	6,358.33	77,800	6,483.33
	III	2 yrs.	79,200	6,600.00	80,800	6,733.33
	IV	3 yrs.	81,600	6,800.00	83,200	6,933.33
	V	3 yrs.	84,300	7,025.00	86,000	7,166.67
PROJECT SCIENTIST (3391)	I	3 yrs.	81,700	6,808.33	83,300	6,941.67
	II	3 yrs.	84,400	7,033.33	86,100	7,175.00
	III	3 yrs.	89,500	7,458.33	91,300	7,608.33
	IV	3 yrs.	96,100	8,008.33	98,000	8,166.67
	V	--	103,400	8,616.67	105,500	8,791.67
	VI	--	111,300	9,275.00	113,500	9,458.33
	VII	--	119,200	9,933.33	121,600	10,133.33
	VIII	--	127,600	10,633.33	130,200	10,850.00
	IX	--	138,600	11,550.00	141,400	11,783.33

Ref: UCOP Table 43

**POSTGRADUATE RESEARCHER
POSTGRADUATE SCHOLAR - EMPLOYEE (Title Effective 01/01/05)
FISCAL YEAR RATES**

Scale 10/1/04		Scale 10/1/05	
Annual	Monthly	Annual	Monthly
31,044	2,587.00	31,668	2,639.00
31,716	2,643.00	32,352	2,696.00
32,364	2,697.00	33,012	2,751.00
33,108	2,759.00	33,768	2,814.00
33,864	2,822.00	34,536	2,878.00
34,512	2,876.00	35,208	2,934.00
35,304	2,942.00	36,012	3,001.00
36,096	3,008.00	36,816	3,068.00
36,912	3,076.00	37,656	3,138.00
37,800	3,150.00	38,556	3,213.00
38,652	3,221.00	39,420	3,285.00
39,540	3,295.00	40,332	3,361.00
40,512	3,376.00	41,328	3,444.00
41,352	3,446.00	42,180	3,515.00
41,940	3,495.00	42,780	3,565.00
42,960	3,580.00	43,824	3,652.00
43,908	3,659.00	44,784	3,732.00
45,048	3,754.00	45,948	3,829.00
46,056	3,838.00	46,980	3,915.00
47,148	3,929.00	48,096	4,008.00
48,168	4,014.00	49,128	4,094.00
49,308	4,109.00	50,292	4,191.00
50,472	4,206.00	51,480	4,290.00
51,660	4,305.00	52,692	4,391.00

Ref: UCOP Table 26A and Table 44

**POSTGRADUATE RESEARCHER
POSTGRADUATE SCHOLAR - EMPLOYEE (Title Effective 01/01/05)
FISCAL YEAR RATES**

Scale 10/1/04		Scale 10/1/05	
Annual	Monthly	Annual	Monthly
52,956	4,413.00	54,012	4,501.00
54,240	4,520.00	55,320	4,610.00
55,668	4,639.00	56,784	4,732.00
56,880	4,740.00	58,020	4,835.00
58,236	4,853.00	59,400	4,950.00
59,436	4,953.00	60,624	5,052.00
60,672	5,056.00	61,884	5,157.00
62,376	5,198.00	63,624	5,302.00
64,020	5,335.00	65,304	5,442.00
65,304	5,442.00	66,612	5,551.00
66,984	5,582.00	68,328	5,694.00
68,700	5,725.00	70,080	5,840.00
70,272	5,856.00	71,676	5,973.00
71,592	5,966.00	73,020	6,085.00
73,260	6,105.00	74,724	6,227.00
75,324	6,277.00	76,836	6,403.00

Ref: UCOP Table 26A and Table 44

**FACULTY FELLOW RESEARCHER
ACADEMIC-YEAR APPOINTMENT
(3237, 3238)**

Scale 10/1/04			Scale 7/1/05			Scale 10/1/05		
Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month
35,868	2,989.00	3,985.33						
36,696	3,058.00	4,077.33						
37,572	3,131.00	4,174.67	37,572	3,131.00	4,174.67	38,328	3,194.00	4,258.67
38,376	3,198.00	4,264.00	38,376	3,198.00	4,264.00	39,144	3,262.00	4,349.33
39,264	3,272.00	4,362.67	39,264	3,272.00	4,362.67	40,044	3,337.00	4,449.33
40,200	3,350.00	4,466.67	40,200	3,350.00	4,466.67	41,004	3,417.00	4,556.00
41,112	3,426.00	4,568.00	41,112	3,426.00	4,568.00	41,940	3,495.00	4,660.00
41,712	3,476.00	4,634.67	41,712	3,476.00	4,634.67	42,552	3,546.00	4,728.00
42,588	3,549.00	4,732.00	42,588	3,549.00	4,732.00	43,440	3,620.00	4,826.67
43,596	3,633.00	4,844.00	43,596	3,633.00	4,844.00	44,472	3,706.00	4,941.33
44,676	3,723.00	4,964.00	44,676	3,723.00	4,964.00	45,564	3,797.00	5,062.67
45,660	3,805.00	5,073.33	45,660	3,805.00	5,073.33	46,572	3,881.00	5,174.67
46,812	3,901.00	5,201.33	46,812	3,901.00	5,201.33	47,748	3,979.00	5,305.33
47,880	3,990.00	5,320.00	47,880	3,990.00	5,320.00	48,840	4,070.00	5,426.67
48,996	4,083.00	5,444.00	48,996	4,083.00	5,444.00	49,980	4,165.00	5,553.33
50,088	4,174.00	5,565.33	50,088	4,174.00	5,565.33	51,084	4,257.00	5,676.00
51,264	4,272.00	5,696.00	51,264	4,272.00	5,696.00	52,284	4,357.00	5,809.33
52,476	4,373.00	5,830.67	52,476	4,373.00	5,830.67	53,520	4,460.00	5,946.67

Ref: UCOP Table 27

**SPECIALIST SERIES
FISCAL YEAR RATES**

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly	Annual	Monthly
JUNIOR SPECIALIST (3330)	I	1 yr.	31,044	2,587.00	31,668	2,639.00
	II	1 yr.	33,108	2,759.00	33,768	2,814.00
ASSISTANT SPECIALIST (3320)	I	2 yrs.	36,096	3,008.00	36,816	3,068.00
	II	2 yrs.	38,652	3,221.00	39,420	3,285.00
	III	2 yrs.	41,352	3,446.00	42,180	3,515.00
ASSOCIATE SPECIALIST (3310)	I	2 yrs.	45,048	3,754.00	45,948	3,829.00
	II	2 yrs.	48,168	4,014.00	49,128	4,094.00
	III	2 yrs.	51,660	4,305.00	52,692	4,391.00
	IV	--	54,240	4,520.00	55,320	4,610.00
SPECIALIST (3300)	I	3 yrs.	58,236	4,853.00	59,400	4,950.00
	II	3 yrs.	64,020	5,335.00	65,304	5,442.00
	III	--	71,592	5,966.00	73,020	6,085.00
	IV	--	80,388	6,699.00	81,996	6,833.00
	V	--	89,160	7,430.00	90,948	7,579.00

Ref: UCOP Table 28

STUDENT TITLES*
ASSOCIATES PAY RATE TABLE
ACADEMIC YEAR RATES
(1506, 1507)

Scale 10/1/04		Scale 10/1/05	
ANNUAL	1/9TH	ANNUAL	1/9TH
30,537	3,393.00	31,606	3,511.78
31,129	3,458.78	32,219	3,579.89
31,838	3,537.56	32,952	3,661.33
32,531	3,614.56	33,670	3,741.11
33,200	3,688.89	34,362	3,818.00
33,946	3,771.78	35,134	3,903.78
34,731	3,859.00	35,947	3,994.11
35,398	3,933.11	36,637	4,070.78
36,198	4,022.00	37,465	4,162.78

Scale 10/1/04

Acad. Year (9 mo.) range- 30,537 - 36,198

Scale 10/1/05

Acad. Year (9 mo.) range- 31,606 - 37,465

*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). For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

Ref: UCOP Table 21

STUDENT TITLES

**TEACHING ASSISTANT, READER, AND TUTOR
(9 MONTH APPOINTMENT ONLY)**

	Scale 10/1/2004			Scale 10/1/05		
		Hourly			Hourly	
READER (2850, 2851)						
Holders of baccalaureate		11.14			11.53	
Undergraduate Students		10.58			10.95	
TUTOR (2860, 2861)						
Holders of baccalaureate		14.99			15.51	
Undergraduate Students		11.14			11.53	
	Annual	*Monthly	Quarterly	Annual	*Monthly	Quarterly
TEACHING ASSISTANT	29,145	3,238.33	9,715.00	30,165	3,351.67	10,055.00
GSHIP-9 mo. (2310)						
NON-GSHIP-9 mo. (2311)						

* Monthly rate is 1/9 annual rate.

*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). For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

Ref: UCOP Table 20 and Table 22

**GRADUATE STUDENT RESEARCHER
FISCAL YEAR RATES**

Rank	Step	Scale 10/1/04		Scale 10/1/05	
		Annual	Monthly	Annual	Monthly
GRADUATE STUDENT RESEARCHER (3284, 3282, 3266)	I	29,256	2,438.00	30,276	2,523.00
	II	31,524	2,627.00	32,628	2,719.00
	III	34,956	2,913.00	36,180	3,015.00
	IV	37,764	3,147.00	39,084	3,257.00
	V	40,284	3,357.00	41,688	3,474.00
	VI	42,144	3,512.00	43,620	3,635.00
	VII	45,516	3,793.00	47,112	3,926.00
	VIII	49,152	4,096.00	50,868	4,239.00
	IX	53,088	4,424.00	54,948	4,579.00
	X	57,336	4,778.00	59,340	4,945.00
GRADUATE STUDENT ASSISTANT RESEARCHER (3274, 3273)	I	29,256	2,438.00	30,276	2,523.00
	II	33,396	2,783.00	34,560	2,880.00

Ref: UCOP Table 24

**LIBRARIAN SERIES
FISCAL YEAR RATES**

Rank	Step	Years at Step	Scale 10/1/04		Scale 10/1/05	
			Annual	Monthly	Annual	Monthly
ASSISTANT LIBRARIAN	I	2	37,920	3,160.00	38,676	3,223.00
3620-Career	II	2	40,560	3,380.00	41,376	3,448.00
3621-Potential Career	III	2	42,996	3,583.00	43,860	3,655.00
3622 Temporary						
ASSOCIATE LIBRARIAN	I	2	42,996	3,583.00	43,860	3,655.00
3616-Career	II	2	46,008	3,834.00	46,932	3,911.00
3617-Potential Career	III	2	49,224	4,102.00	50,208	4,184.00
3618-Temporary	IV	2	52,620	4,385.00	53,676	4,473.00
	V	2	56,256	4,688.00	57,384	4,782.00
	VI	2	60,132	5,011.00	61,332	5,111.00
	VII	3	64,164	5,347.00	65,448	5,454.00
LIBRARIAN	I	3	64,164	5,347.00	65,448	5,454.00
3612-Career	II	3	70,500	5,875.00	71,916	5,993.00
3613-Potential Career	III	3	76,860	6,405.00	78,396	6,533.00
3614-Temporary	IV	3	82,416	6,868.00	84,060	7,005.00
	V	---	88,848	7,404.00	90,624	7,552.00
	VI	---	95,508	7,959.00	97,416	8,118.00
	VII	---	102,480	8,540.00	104,532	8,711.00

This salary scale applies to both represented and non-represented employees in these titles.
 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).
 For librarians who are exclusively represented, the salary scale applies only to the extent provided for in the MOU.

Ref: UCOP Table 31A

HOURLY INTERMITTENT LIBRARIAN*
FISCAL YEAR RATES
Title Code 3630

	Scale 10/1/04			Scale 10/1/05		
	ANNUAL	MONTHLY	HOURLY	ANNUAL	MONTHLY	HOURLY
Assistant Librarian, Step I	37,920	3,160.00	18.16	38,676	3,223.00	18.52
Assistant Librarian, Step II	40,560	3,380.00	19.43	41,376	3,448.00	19.82
Assistant Librarian, Step III	42,996	3,583.00	20.59	43,860	3,655.00	21.01

*Appointees in the Hourly Intermittent Librarian title are paid on an hourly basis equivalent to the hourly rate of the appropriate step of the Assistant Librarian salary scale.

Ref: UCOP Table 31B and Table 31B

ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS

FISCAL YEAR RATES

ASSISTANT UNIVERSITY LIBRARIAN

Scale 10/1/04	Scale 10/1/05
Annual	Annual
57,600 - 105,800	58,800 - 107,900
Monthly	Monthly
4,800.00 - 8,816.67	4,900.00 - 8,991.67

ASSOCIATE UNIVERSITY LIBRARIAN

Scale 10/1/04	Scale 10/1/05
Annual	Annual
60,900 - 116,400	62,100 - 118,700
Monthly	Monthly
5,075.00 - 9,700.00	5,175.00 - 9,891.67

Ref: UCOP Table 32