

**PROFESSOR SERIES - REGULAR SCALES\***  
**ACADEMIC YEAR RATES**

| Rank                                  | Step | Years<br>at Step | Scale 10/1/04 |           | Scale 10/1/05 |           |
|---------------------------------------|------|------------------|---------------|-----------|---------------|-----------|
|                                       |      |                  | Annual        | Monthly   | Annual        | Monthly   |
| ASSISTANT<br>PROFESSOR<br>(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<br>PROFESSOR<br>(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<br>(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<br>at Step | Scale 10/1/04 |           | Scale 10/1/05 |           |
|---------------------------------------|------|------------------|---------------|-----------|---------------|-----------|
|                                       |      |                  | Annual        | Monthly   | Annual        | Monthly   |
| ASSISTANT<br>PROFESSOR<br>(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<br>PROFESSOR<br>(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<br>(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 | I    | 44,000        | 3,666.67 | 44,800        | 3,733.33 |
| PROFESSOR        | II   | 46,500        | 3,875.00 | 47,400        | 3,950.00 |
| (1307)           | 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 | I   | 51,200 | 4,266.67 | 52,300 | 4,358.33 |
| PROFESSOR        | II  | 54,000 | 4,500.00 | 55,000 | 4,583.33 |
| (e.g.,1317)      | 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<br>at Step | Scale 10/1/04 |               | Scale 10/1/05 |               |
|--------------------------------------|------|------------------|---------------|---------------|---------------|---------------|
|                                      |      |                  | Annual        | Monthly (1/9) | Annual        | Monthly (1/9) |
| ASSISTANT<br>RESEARCH<br>(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<br>RESEARCH<br>(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<br>(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<br>at Step | Scale 10/1/04 |           | Scale 10/1/05 |           |
|---------------------------------------|------|------------------|---------------|-----------|---------------|-----------|
|                                       |      |                  | Annual        | Monthly   | Annual        | Monthly   |
| ASSISTANT<br>PROFESSOR<br>(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<br>PROFESSOR<br>(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<br>(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<br>at Step | Scale 10/1/04 |           | Scale 10/1/05 |           |
|---------------------------------------|------|------------------|---------------|-----------|---------------|-----------|
|                                       |      |                  | Annual        | Monthly   | Annual        | Monthly   |
| ASSISTANT<br>PROFESSOR<br>(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<br>PROFESSOR<br>(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<br>(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<br>at Step | Scale 10/1/04 |               | Scale 10/1/05 |               |
|-----------------------------------|------|------------------|---------------|---------------|---------------|---------------|
|                                   |      |                  | Annual        | Monthly (1/9) | Annual        | Monthly (1/9) |
| ASSISTANT<br>RESEARCHER<br>(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<br>RESEARCHER<br>(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<br>(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<br>1.00 | Monthly<br>REG | Annual<br>1.10 | Monthly<br>REG | Monthly<br>HS1 | Annual<br>1.20 | Monthly<br>REG | Monthly<br>HS2 | Annual<br>1.30 | Monthly<br>REG | Monthly<br>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  | 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       |
| PROFESSOR  | 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  | 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       |
| PROFESSOR  | 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<br>1.40 | Monthly<br>REG | Monthly<br>HS3 | Monthly<br>HS4 | Annual<br>1.50 | Monthly<br>REG | Monthly<br>HS3 | Monthly<br>HS5 | Annual<br>1.65 | Monthly<br>REG | Monthly<br>HS3 | Monthly<br>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<br>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<br>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<br>1.80 | Monthly<br>REG | Monthly<br>HS3 | Monthly<br>HS7 | Annual<br>2.00 | Monthly<br>REG | Monthly<br>HS3 | Monthly<br>HS8 | Annual<br>2.25 | Monthly<br>REG | Monthly<br>HS3 | Monthly<br>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<br>PROFESSOR | 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       |
|                        | 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<br>PROFESSOR | 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       |
|                        | 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<br>(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        |
| <b>ACADEMIC YEAR</b>                                  |                  |                      |                  |                      |
| 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) |                  |                      |                  |                      |
| <b>FISCAL YEAR</b>                                    |                  |                      |                  |                      |
| 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)<br>(e.g., 1630, 1632)       | 35,868 - 99,456 | 37,572 - 99,456 | 38,328 - 101,448 |
| Senior Lecturer (Pre-Six)<br>(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)<br>(e.g., 1631, 1633)        | 40,200 - 99,456 | 41,712 - 99,456 | 42,552 - 101,448 |
| Senior Lecturer (Continuing)<br>(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<br>at Step | Scale 10/1/04 |           | Scale 10/1/05 |           |
|--|------|------------------|---------------|-----------|---------------|-----------|
|  |      |                  | Annual        | Monthly   | Annual        | Monthly   |
| ASSISTANT<br>RESEARCHER<br>(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<br>RESEARCHER<br>(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<br>(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<br>at Step | Scale 10/1/04 |           | Scale 10/1/05 |           |
|--|------|------------------|---------------|-----------|---------------|-----------|
|  |      |                  | Annual        | Monthly   | Annual        | Monthly   |
| ASSISTANT<br>RESEARCHER<br>(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<br>RESEARCHER<br>(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<br>(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<br>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<br>(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<br>(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<br>(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<br>at Step | Scale 10/1/04 |           | Scale 10/1/05 |           |
|--|------|------------------|---------------|-----------|---------------|-----------|
|  |      |                  | Annual        | Monthly   | Annual        | Monthly   |
| ASSISTANT<br>PROJECT SCIENTIST<br>(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<br>PROJECT SCIENTIST<br>(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<br>(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<br>at Step | Scale 10/1/04 |          | Scale 10/1/05 |          |
|-----------------------------------|------|------------------|---------------|----------|---------------|----------|
|                                   |      |                  | Annual        | Monthly  | Annual        | Monthly  |
| JUNIOR<br>SPECIALIST<br>(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<br>SPECIALIST<br>(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<br>SPECIALIST<br>(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<br>(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    |           |
| <br>                     |                 |          |           |               |          |           |
| TUTOR (2860, 2861)       |                 |          |           |               |          |           |
| Holders of baccalaureate |                 | 14.99    |           |               | 15.51    |           |
| Undergraduate Students   |                 | 11.14    |           |               | 11.53    |           |
| <br>                     |                 |          |           |               |          |           |
|                          | 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<br>RESEARCHER<br>(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<br>ASSISTANT RESEARCHER<br>(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<br>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