

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

<u>Rank</u>	<u>Years at</u>		<u>UCOP Adjusted Scale*</u> <u>7/1/2016</u>		<u>UC Irvine Merit Scale for</u> <u>Review Actions</u> <u>Effective 7/1/2016**</u>	
	<u>Step</u>	<u>Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g., 1300)	I	2	59,400	4,950.00	67,100	5,591.67
	II	2	63,000	5,250.00	71,100	5,925.00
	III	2	66,400	5,533.33	75,000	6,250.00
	IV	2	70,200	5,850.00	79,200	6,600.00
	V	2	73,700	6,141.67	83,300	6,941.67
	VI	2	77,200	6,433.33	87,100	7,258.33
ASSOCIATE PROFESSOR (e.g., 1200)	I	2	73,800	6,150.00	83,700	6,975.00
	II	2	77,300	6,441.67	87,300	7,275.00
	III	2	81,700	6,808.33	90,200	7,516.67
	IV	3	86,600	7,216.67	96,700	8,058.33
	V	3	93,300	7,775.00	99,500	8,291.67
PROFESSOR (e.g., 1100)	I	3	86,800	7,233.33	96,800	8,066.67
	II	3	93,400	7,783.33	103,900	8,658.33
	III	3	100,300	8,358.33	109,600	9,133.33
	IV	3	107,500	8,958.33	114,800	9,566.67
	V	--	115,300	9,608.33	126,100	10,508.33
	VI	--	124,700	10,391.67	137,700	11,475.00
	VII	--	134,900	11,241.67	143,900	11,991.67
	VIII	--	146,000	12,166.67	154,000	12,833.33
	IX	--	158,400	13,200.00	162,500	13,541.67

*For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

**Ladder Rank Faculty awarded a promotion/merit increase or newly hired effective July 1, 2016 are eligible for the UC Irvine merit scale.

**PROFESSOR SERIES - BUSINESS/ECONOMICS/ENGINEERING SCALES
ACADEMIC YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>UCOP Adjusted Scale*</u> <u>7/1/2016</u>		<u>UC Irvine Merit Scale</u> <u>for Review Actions</u> <u>Effective 7/1/2016**</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g., 1343)	I	2	79,100	6,591.67	83,700	6,975.00
	II	2	83,100	6,925.00	87,700	7,308.33
	III	2	87,200	7,266.67	92,200	7,683.33
	IV	2	91,900	7,658.33	97,100	8,091.67
	V	2	95,900	7,991.67	101,300	8,441.67
	VI	2	99,200	8,266.67	104,900	8,741.67
ASSOCIATE PROFESSOR (e.g., 1243)	I	2	96,000	8,000.00	101,800	8,483.33
	II	2	99,300	8,275.00	105,100	8,758.33
	III	2	103,400	8,616.67	107,700	8,975.00
	IV	3	106,600	8,883.33	109,800	9,150.00
	V	3	109,600	9,133.33	112,300	9,358.33
PROFESSOR (e.g., 1143)	I	3	106,700	8,891.67	110,900	9,241.67
	II	3	109,800	9,150.00	115,700	9,641.67
	III	3	116,000	9,666.67	120,500	10,041.67
	IV	3	122,900	10,241.67	127,600	10,633.33
	V	--	130,100	10,841.67	137,100	11,425.00
	VI	--	139,900	11,658.33	148,700	12,391.67
	VII	--	150,000	12,500.00	159,400	13,283.33
	VIII	--	160,500	13,375.00	169,800	14,150.00
	IX	--	173,500	14,458.33	182,500	15,208.33

*For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

**Economics, Engineering and Information and Computer Sciences (ICS) Ladder Rank Faculty awarded a promotion/merit increase or newly hired effective July 1, 2016 are eligible for the UC Irvine merit scale.

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

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale** 7/1/2015</u>		<u>Adjusted Scale** 7/1/2016</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g., 1300)	I	2	58,500	4,875.00	59,400	4,950.00
	II	2	62,000	5,166.67	63,000	5,250.00
	III	2	65,400	5,450.00	66,400	5,533.33
	IV	2	69,100	5,758.33	70,200	5,850.00
	V	2	72,600	6,050.00	73,700	6,141.67
	VI	2	76,000	6,333.33	77,200	6,433.33
ASSOCIATE PROFESSOR (e.g., 1200)	I	2	72,700	6,058.33	73,800	6,150.00
	II	2	76,100	6,341.67	77,300	6,441.67
	III	2	80,400	6,700.00	81,700	6,808.33
	IV	3	85,300	7,108.33	86,600	7,216.67
	V	3	91,900	7,658.33	93,300	7,775.00
PROFESSOR (e.g., 1100)	I	3	85,500	7,125.00	86,800	7,233.33
	II	3	92,000	7,666.67	93,400	7,783.33
	III	3	98,800	8,233.33	100,300	8,358.33
	IV	3	105,900	8,825.00	107,500	8,958.33
	V	--	113,500	9,458.33	115,300	9,608.33
	VI	--	122,800	10,233.33	124,700	10,391.67
	VII	--	132,900	11,075.00	134,900	11,241.67
	VIII	--	143,800	11,983.33	146,000	12,166.67
	IX	--	156,000	13,000.00	158,400	13,200.00

*The Acting Professorial titles, 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 are also 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.

**For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

**PROFESSOR SERIES - REGULAR SCALES*
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale** 7/1/2015</u>		<u>Adjusted Scale** 7/1/2016</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g.,1310)	I	2	67,800	5,650.00	68,900	5,741.67
	II	2	71,900	5,991.67	73,000	6,083.33
	III	2	75,800	6,316.67	77,000	6,416.67
	IV	2	80,200	6,683.33	81,500	6,791.67
	V	2	84,100	7,008.33	85,400	7,116.67
	VI	2	88,200	7,350.00	89,600	7,466.67
ASSOCIATE PROFESSOR (e.g.,1210)	I	2	84,200	7,016.67	85,500	7,125.00
	II	2	88,300	7,358.33	89,700	7,475.00
	III	2	93,200	7,766.67	94,600	7,883.33
	IV	3	99,000	8,250.00	100,500	8,375.00
	V	3	106,700	8,891.67	108,400	9,033.33
PROFESSOR (e.g.,1110)	I	3	99,100	8,258.33	100,600	8,383.33
	II	3	106,800	8,900.00	108,500	9,041.67
	III	3	114,500	9,541.67	116,300	9,691.67
	IV	3	122,800	10,233.33	124,700	10,391.67
	V	--	131,600	10,966.67	133,600	11,133.33
	VI	--	142,500	11,875.00	144,700	12,058.33
	VII	--	154,200	12,850.00	156,600	13,050.00
	VIII	--	167,000	13,916.67	169,600	14,133.33
	IX	--	180,900	15,075.00	183,700	15,308.33

*The Acting Professorial titles, 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.

**For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

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

<u>Rank</u>	<u>Years at</u>		<u>Adjusted Scale*** 7/1/2015</u>		<u>Adjusted Scale*** 7/1/2016</u>	
	<u>Step</u>	<u>Step</u>	<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>
ASSISTANT	I	2	58,500	6,500.00	59,400	6,600.00
PROFESSOR	II	2	62,000	6,888.89	63,000	7,000.00
(e.g., 1303)	III	2	65,400	7,266.67	66,400	7,377.78
ASSISTANT	IV	2	69,100	7,677.78	70,200	7,800.00
RESEARCHER	V	2	72,600	8,066.67	73,700	8,188.89
(e.g., 3225)	VI	2	76,000	8,444.44	77,200	8,577.78
ASSOCIATE	I	2	72,700	8,077.78	73,800	8,200.00
PROFESSOR	II	2	76,100	8,455.56	77,300	8,588.89
(e.g., 1203)	III	2	80,400	8,933.33	81,700	9,077.78
ASSOCIATE	IV	3	85,300	9,477.78	86,600	9,622.22
RESEARCHER	V	3	91,900	10,211.11	93,300	10,366.67
(e.g., 3215)						
PROFESSOR	I	3	85,500	9,500.00	86,800	9,644.44
(e.g., 1103)	II	3	92,000	10,222.22	93,400	10,377.78
	III	3	98,800	10,977.78	100,300	11,144.44
RESEARCHER	IV	3	105,900	11,766.67	107,500	11,944.44
(e.g., 3205)	V	--	113,500	12,611.11	115,300	12,811.11
	VI	--	122,800	13,644.44	124,700	13,855.56
	VII	--	132,900	14,766.67	134,900	14,988.89
	VIII	--	143,800	15,977.78	146,000	16,222.22
	IX	--	156,000	17,333.33	158,400	17,600.00

These rates are applicable only to appointees who also hold an Academic Year (9 month) appointment in the professorial series (e.g. Ladder Ranks, Acting, In Residence, or Adjunct Professor).

*Use 1/9th rate for faculty who have partial year appointments during the academic year.

** The 1/9th monthly researcher or professorial rate is normally used for faculty receiving additional compensation during the summer months.

***For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

**PROFESSOR SERIES - LAW SCHOOL
ACADEMIC YEAR RATES**

<u>Rank</u>	<u>Years at</u>		<u>Adjusted Scale</u> <u>7/1/2015</u>		<u>Adjusted Scale</u> <u>7/1/2016</u>	
	<u>Step</u>	<u>Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
PROFESSOR* (e.g., 1180)	I	3	144,000	12,000.00	146,200	12,183.33
	II	3	150,700	12,558.33	153,000	12,750.00
	III	3	158,700	13,225.00	161,100	13,425.00
	IV	3	167,400	13,950.00	170,000	14,166.67
	V	--	176,500	14,708.33	179,200	14,933.33
	VI	--	185,700	15,475.00	188,500	15,708.33
	VII	--	195,700	16,308.33	198,700	16,558.33
	VIII	--	206,200	17,183.33	209,300	17,441.67
	IX	--	218,900	18,241.67	222,200	18,516.67

All salary levels for Professor may be used for the non-tenured title Acting Professor (e.g. 1182).

These rates are also 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.

*The only tenured title in the scale is Professor.

**PROFESSOR SERIES - LAW SCHOOL SCALE
ACADEMIC YEAR RATES - ONE NINTH*
SUMMER RESEARCH****

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/2016</u>	
			<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>
PROFESSOR	I	3	144,000	16,000.00	146,200	16,244.44
(e.g., 1181)	II	3	150,700	16,744.44	153,000	17,000.00
ACTING PROF	III	3	158,700	17,633.33	161,100	17,900.00
(e.g., 1183)	IV	3	167,400	18,600.00	170,000	18,888.89
RESEARCHER	V	--	176,500	19,611.11	179,200	19,911.11
(e.g., 3205)	VI	--	185,700	20,633.33	188,500	20,944.44
ASSOCIATE	VII	--	195,700	21,744.44	198,700	22,077.78
RESEARCHER	VIII	--	206,200	22,911.11	209,300	23,255.56
(e.g., 3215)	IX	--	218,900	24,322.22	222,200	24,688.89

These rates are applicable only to appointees who also hold an Academic-Year (9-month) appointment in the Law School professorial series.

*Use 1/9th rate for faculty who have partial year appointments during the academic year.

**The 1/9th monthly researcher or professorial rate is normally used for faculty receiving additional compensation during the summer months.

PROFESSOR SERIES - BUSINESS/ECONOMICS/ENGINEERING/ICS SCALES*
ACADEMIC YEAR RATES

Rank	Years at		Adjusted Scale** 7/1/2015		Adjusted Scale** 7/1/2016	
	Step	Step	Annual	Monthly	Annual	Monthly
ASSISTANT PROFESSOR (e.g., 1343)	I	2	77,900	6,491.67	79,100	6,591.67
	II	2	81,800	6,816.67	83,100	6,925.00
	III	2	85,900	7,158.33	87,200	7,266.67
	IV	2	90,500	7,541.67	91,900	7,658.33
	V	2	94,400	7,866.67	95,900	7,991.67
	VI	2	97,700	8,141.67	99,200	8,266.67
ASSOCIATE PROFESSOR (e.g., 1243)	I	2	94,500	7,875.00	96,000	8,000.00
	II	2	97,800	8,150.00	99,300	8,275.00
	III	2	101,800	8,483.33	103,400	8,616.67
	IV	3	105,000	8,750.00	106,600	8,883.33
	V	3	107,900	8,991.67	109,600	9,133.33
PROFESSOR (e.g., 1143)	I	3	105,100	8,758.33	106,700	8,891.67
	II	3	108,100	9,008.33	109,800	9,150.00
	III	3	114,200	9,516.67	116,000	9,666.67
	IV	3	121,000	10,083.33	122,900	10,241.67
	V	--	128,100	10,675.00	130,100	10,841.67
	VI	--	137,800	11,483.33	139,900	11,658.33
	VII	--	147,700	12,308.33	150,000	12,500.00
	VIII	--	158,100	13,175.00	160,500	13,375.00
	IX	--	170,900	14,241.67	173,500	14,458.33

*The Acting Professorial titles, Adjunct Professor Series and Professor in Residence Series in the appropriate disciplines may be paid on either the Academic Year or Fiscal Year BUSINESS/ECONOMICS/ENGINEERING/ICS 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. These rates are also used for research appointments which occur during the academic year (i.e., sabbatical supplement, one quarter research leave, etc.). Normally such appointments are funded from extramural sources.

**For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

PROFESSOR SERIES - BUSINESS/ECONOMICS/ENGINEERING/ICS SCALES*
FISCAL YEAR RATES

<u>Rank</u>	<u>Years at</u>		<u>Adjusted Scale**</u> <u>7/1/2015</u>		<u>Adjusted Scale**</u> <u>7/1/2016</u>	
	<u>Step</u>	<u>Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT	I	2	90,300	7,525.00	91,700	7,641.67
PROFESSOR	II	2	95,000	7,916.67	96,500	8,041.67
(e.g., 1344)	III	2	99,700	8,308.33	101,200	8,433.33
	IV	2	105,100	8,758.33	106,700	8,891.67
	V	2	109,500	9,125.00	111,200	9,266.67
	VI	2	113,500	9,458.33	115,300	9,608.33
ASSOCIATE	I	2	109,600	9,133.33	111,300	9,275.00
PROFESSOR	II	2	113,600	9,466.67	115,400	9,616.67
(e.g., 1244)	III	2	118,000	9,833.33	119,800	9,983.33
	IV	3	121,700	10,141.67	123,600	10,300.00
	V	3	125,100	10,425.00	127,000	10,583.33
PROFESSOR	I	3	121,800	10,150.00	123,700	10,308.33
(e.g., 1144)	II	3	125,400	10,450.00	127,300	10,608.33
	III	3	132,500	11,041.67	134,500	11,208.33
	IV	3	140,200	11,683.33	142,400	11,866.67
	V	--	148,700	12,391.67	151,000	12,583.33
	VI	--	159,900	13,325.00	162,300	13,525.00
	VII	--	171,300	14,275.00	173,900	14,491.67
	VIII	--	183,400	15,283.33	186,200	15,516.67
	IX	--	198,200	16,516.67	201,200	16,766.67

*The Acting Professorial titles, Adjunct Professor Series and Professor in Residence Series, in the appropriate disciplines, may be paid on either the Academic Year or Fiscal Year BUSINESS/ECONOMICS/ENGINEERING/ICS 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.

**For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

PROFESSOR SERIES - BUSINESS/ECONOMICS/ENGINEERING/ICS SCALES
ACADEMIC YEAR RATES - ONE NINTH*
SUMMER RESEARCH**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale***</u> <u>7/1/2015</u>		<u>Adjusted Scale***</u> <u>7/1/2016</u>	
			<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>
ASSISTANT PROFESSOR (1345)	I	2	77,900	8,655.56	79,100	8,788.89
	II	2	81,800	9,088.89	83,100	9,233.33
	III	2	85,900	9,544.44	87,200	9,688.89
ASSISTANT RESEARCHER (1986)	IV	2	90,500	10,055.56	91,900	10,211.11
	V	2	94,400	10,488.89	95,900	10,655.56
	VI	2	97,700	10,855.56	99,200	11,022.22
ASSOCIATE PROFESSOR (1245)	I	2	94,500	10,500.00	96,000	10,666.67
	II	2	97,800	10,866.67	99,300	11,033.33
	III	2	101,800	11,311.11	103,400	11,488.89
ASSOCIATE RESEARCHER (1984)	IV	3	105,000	11,666.67	106,600	11,844.44
	V	3	107,900	11,988.89	109,600	12,177.78
PROFESSOR (1145)	I	3	105,100	11,677.78	106,700	11,855.56
	II	3	108,100	12,011.11	109,800	12,200.00
RESEARCHER (1982)	III	3	114,200	12,688.89	116,000	12,888.89
	IV	3	121,000	13,444.44	122,900	13,655.56
	V	--	128,100	14,233.33	130,100	14,455.56
	VI	--	137,800	15,311.11	139,900	15,544.44
	VII	--	147,700	16,411.11	150,000	16,666.67
	VIII	--	158,100	17,566.67	160,500	17,833.33
	IX	--	170,900	18,988.89	173,500	19,277.78

These rates are applicable only to appointees who also hold an Academic Year (9 month) appointment in the professorial series (e.g. Ladder Ranks, Acting, In Residence, or Adjunct Professor).

*Use 1/9th rate for faculty who have partial year appointments during the academic year.

** The 1/9th monthly researcher or professorial rate is normally used for faculty receiving additional compensation during the summer months. ***For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

TABLE 5
PROFESSORIAL SERIES (Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank)
HEALTH SCIENCES COMPENSATION PLAN

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 0*</u>		<u>Scale 0*</u>	
			<u>1.00</u>		<u>1.00</u>	
			<u>Adjusted Scale**</u>		<u>Adjusted Scale**</u>	
			<u>7/1/15</u>		<u>7/1/16</u>	
			<u>Annual</u>	<u>Monthly REG</u>	<u>Annual</u>	<u>Monthly REG</u>
Instructor	--	--	58,500	4,875.00	59,400	4,950.00
Assistant Professor	I	2	67,800	5,650.00	68,900	5,741.67
	II	2	71,900	5,991.67	73,000	6,083.33
	III	2	75,800	6,316.67	77,000	6,416.67
	IV	2	80,200	6,683.33	81,500	6,791.67
	V	2	84,100	7,008.33	85,400	7,116.67
	VI	2	88,200	7,350.00	89,600	7,466.67
Associate Professor	I	2	84,200	7,016.67	85,500	7,125.00
	II	2	88,300	7,358.33	89,700	7,475.00
	III	2	93,200	7,766.67	94,600	7,883.33
	IV	3	99,000	8,250.00	100,500	8,375.00
	V	3	106,700	8,891.67	108,400	9,033.33
Professor	I	3	99,100	8,258.33	100,600	8,383.33
	II	3	106,800	8,900.00	108,500	9,041.67
	III	3	114,500	9,541.67	116,300	9,691.67
	IV	3	122,800	10,233.33	124,700	10,391.67
	V	--	131,600	10,966.67	133,600	11,133.33
	VI	--	142,500	11,875.00	144,700	12,058.33
	VII	--	154,200	12,850.00	156,600	13,050.00
	VIII	--	167,000	13,916.67	169,600	14,133.33
	IX	--	180,900	15,075.00	183,700	15,308.33

*Scale 0 is the same as the Faculty--Ladder Ranks--Professor Series-Fiscal Year Scale.

**For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

TABLE 5
PROFESSORIAL SERIES (Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank)
HEALTH SCIENCES COMPENSATION PLAN

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 1</u>			<u>Scale 1</u>		
			<u>1.10</u>			<u>1.10</u>		
			<u>Annual</u>	<u>Adjusted Scale*</u>		<u>Annual</u>	<u>Adjusted Scale*</u>	
				<u>7/1/15</u>			<u>7/1/16</u>	
			<u>REG</u>	<u>HS1</u>		<u>REG</u>	<u>HS1</u>	
Instructor	--	--	64,400	4,875.00	491.67	65,400	4,950.00	500.00
Assistant Professor	I	2	74,600	5,650.00	566.67	75,800	5,741.67	575.00
	II	2	79,100	5,991.67	600.00	80,300	6,083.33	608.33
	III	2	83,400	6,316.67	633.33	84,700	6,416.67	641.67
	IV	2	88,200	6,683.33	666.67	89,700	6,791.67	683.33
	V	2	92,500	7,008.33	700.00	94,000	7,116.67	716.67
	VI	2	97,000	7,350.00	733.33	98,600	7,466.67	750.00
Associate Professor	I	2	92,600	7,016.67	700.00	94,100	7,125.00	716.67
	II	2	97,100	7,358.33	733.33	98,700	7,475.00	750.00
	III	2	102,500	7,766.67	775.00	104,100	7,883.33	791.67
	IV	3	108,900	8,250.00	825.00	110,600	8,375.00	841.67
	V	3	117,400	8,891.67	891.67	119,300	9,033.33	908.33
Professor	I	3	109,000	8,258.33	825.00	110,700	8,383.33	841.67
	II	3	117,500	8,900.00	891.67	119,400	9,041.67	908.33
	III	3	126,000	9,541.67	958.33	128,000	9,691.67	975.00
	IV	3	135,100	10,233.33	1025.00	137,200	10,391.67	1,041.67
	V	--	144,800	10,966.67	1100.00	147,000	11,133.33	1,116.67
	VI	--	156,800	11,875.00	1191.67	159,200	12,058.33	1,208.33
	VII	--	169,600	12,850.00	1283.33	172,300	13,050.00	1,308.33
	VIII	--	183,700	13,916.67	1391.67	186,600	14,133.33	1,416.67
	IX	--	199,000	15,075.00	1508.33	202,100	15,308.33	1,533.33

* For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

TABLE 5
PROFESSORIAL SERIES (Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank)
HEALTH SCIENCES COMPENSATION PLAN

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 2</u> <u>1.20</u>			<u>Scale 2</u> <u>1.20</u>		
			<u>Annual</u>	<u>Adjusted Scale* 7/1/15</u> <u>Monthly</u> <u>REG</u>	<u>Monthly</u> <u>HS2</u>	<u>Annual</u>	<u>Adjusted Scale* 7/1/16</u> <u>Monthly</u> <u>REG</u>	<u>Monthly</u> <u>HS2</u>
Instructor	--	--	70,200	4,875.00	975.00	71,300	4,950.00	991.67
Assistant Professor	I	2	81,400	5,650.00	1,133.33	82,700	5,741.67	1,150.00
	II	2	86,300	5,991.67	1,200.00	87,600	6,083.33	1,216.67
	III	2	91,000	6,316.67	1,266.67	92,400	6,416.67	1,283.33
	IV	2	96,200	6,683.33	1,333.33	97,800	6,791.67	1,358.33
	V	2	100,900	7,008.33	1,400.00	102,500	7,116.67	1,425.00
	VI	2	105,800	7,350.00	1,466.67	107,600	7,466.67	1,500.00
Associate Professor	I	2	101,000	7,016.67	1,400.00	102,600	7,125.00	1,425.00
	II	2	106,000	7,358.33	1,475.00	107,700	7,475.00	1,500.00
	III	2	111,800	7,766.67	1,550.00	113,600	7,883.33	1,583.33
	IV	3	118,800	8,250.00	1,650.00	120,600	8,375.00	1,675.00
	V	3	128,000	8,891.67	1,775.00	130,100	9,033.33	1,808.33
Professor	I	3	118,900	8,258.33	1,650.00	120,800	8,383.33	1,683.33
	II	3	128,200	8,900.00	1,783.33	130,200	9,041.67	1,808.33
	III	3	137,400	9,541.67	1,908.33	139,600	9,691.67	1,941.67
	IV	3	147,400	10,233.33	2,050.00	149,700	10,391.67	2,083.33
	V	--	157,900	10,966.67	2,191.67	160,400	11,133.33	2,233.33
	VI	--	171,000	11,875.00	2,375.00	173,700	12,058.33	2,416.67
	VII	--	185,000	12,850.00	2,566.67	188,000	13,050.00	2,616.67
	VIII	--	200,400	13,916.67	2,783.33	203,600	14,133.33	2,833.33
	IX	--	217,100	15,075.00	3,016.67	220,500	15,308.33	3,066.67

* For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

TABLE 5
PROFESSORIAL SERIES (Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank)
HEALTH SCIENCES COMPENSATION PLAN

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 3</u>			<u>Scale 3</u>		
			<u>1.30</u>			<u>1.30</u>		
			<u>Annual</u>	<u>Adjusted Scale*</u>		<u>Annual</u>	<u>Adjusted Scale*</u>	
<u>7/1/15</u>	<u>Monthly</u>	<u>7/1/16</u>		<u>Monthly</u>				
				<u>REG</u>	<u>HS3</u>		<u>REG</u>	<u>HS3</u>
Instructor	--	--	76,100	4,875.00	1,466.67	77,300	4,950.00	1,491.67
Assistant Professor	I	2	88,100	5,650.00	1,691.67	89,600	5,741.67	1,725.00
	II	2	93,500	5,991.67	1,800.00	94,900	6,083.33	1,825.00
	III	2	98,500	6,316.67	1,891.67	100,100	6,416.67	1,925.00
	IV	2	104,300	6,683.33	2,008.33	106,000	6,791.67	2,041.67
	V	2	109,300	7,008.33	2,100.00	111,100	7,116.67	2,141.67
	VI	2	114,700	7,350.00	2,208.33	116,500	7,466.67	2,241.67
Associate Professor	I	2	109,500	7,016.67	2,108.33	111,200	7,125.00	2,141.67
	II	2	114,800	7,358.33	2,208.33	116,700	7,475.00	2,250.00
	III	2	121,200	7,766.67	2,333.33	123,000	7,883.33	2,366.67
	IV	3	128,700	8,250.00	2,475.00	130,700	8,375.00	2,516.67
	V	3	138,700	8,891.67	2,666.67	141,000	9,033.33	2,716.67
Professor	I	3	128,800	8,258.33	2,475.00	130,800	8,383.33	2,516.67
	II	3	138,800	8,900.00	2,666.67	141,100	9,041.67	2,716.67
	III	3	148,900	9,541.67	2,866.67	151,200	9,691.67	2,908.33
	IV	3	159,600	10,233.33	3,066.67	162,200	10,391.67	3,125.00
	V	--	171,100	10,966.67	3,291.67	173,700	11,133.33	3,341.67
	VI	--	185,300	11,875.00	3,566.67	188,200	12,058.33	3,625.00
	VII	--	200,500	12,850.00	3,858.33	203,600	13,050.00	3,916.67
	VIII	--	217,100	13,916.67	4,175.00	220,500	14,133.33	4,241.67
	IX	--	235,200	15,075.00	4,525.00	238,900	15,308.33	4,600.00

* For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

TABLE 5
PROFESSORIAL SERIES (Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank)
HEALTH SCIENCES COMPENSATION PLAN

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 4</u> <u>1.40</u>				<u>Scale 4</u> <u>1.40</u>			
			<u>Annual</u>	<u>Adjusted Scale*</u> <u>7/1/15</u>			<u>Annual</u>	<u>Adjusted Scale*</u> <u>7/1/16</u>		
				<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>		<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>
			<u>REG</u>	<u>HS3</u>	<u>HS4</u>		<u>REG</u>	<u>HS3</u>	<u>HS4</u>	
Instructor	--	--	81,900	4,875.00	1,466.67	483.33	83,200	4,950.00	1,491.67	491.67
Assistant Professor	I	2	94,900	5,650.00	1,691.67	566.67	96,500	5,741.67	1,725.00	575.00
	II	2	100,700	5,991.67	1,800.00	600.00	102,200	6,083.33	1,825.00	608.33
	III	2	106,100	6,316.67	1,891.67	633.33	107,800	6,416.67	1,925.00	641.67
	IV	2	112,300	6,683.33	2,008.33	666.67	114,100	6,791.67	2,041.67	675.00
	V	2	117,700	7,008.33	2,100.00	700.00	119,600	7,116.67	2,141.67	708.33
	VI	2	123,500	7,350.00	2,208.33	733.33	125,500	7,466.67	2,241.67	750.00
Associate Professor	I	2	117,900	7,016.67	2,108.33	700.00	119,700	7,125.00	2,141.67	708.33
	II	2	123,600	7,358.33	2,208.33	733.33	125,600	7,475.00	2,250.00	741.67
	III	2	130,500	7,766.67	2,333.33	775.00	132,500	7,883.33	2,366.67	791.67
	IV	3	138,600	8,250.00	2,475.00	825.00	140,700	8,375.00	2,516.67	833.33
	V	3	149,400	8,891.67	2,666.67	891.67	151,800	9,033.33	2,716.67	900.00
Professor	I	3	138,700	8,258.33	2,475.00	825.00	140,900	8,383.33	2,516.67	841.67
	II	3	149,500	8,900.00	2,666.67	891.67	151,900	9,041.67	2,716.67	900.00
	III	3	160,300	9,541.67	2,866.67	950.00	162,900	9,691.67	2,908.33	975.00
	IV	3	171,900	10,233.33	3,066.67	1,025.00	174,600	10,391.67	3,125.00	1,033.33
	V	--	184,200	10,966.67	3,291.67	1,091.67	187,100	11,133.33	3,341.67	1,116.67
	VI	--	199,500	11,875.00	3,566.67	1,183.33	202,600	12,058.33	3,625.00	1,200.00
	VII	--	215,900	12,850.00	3,858.33	1,283.33	219,300	13,050.00	3,916.67	1,308.33
	VIII	--	233,800	13,916.67	4,175.00	1,391.67	237,500	14,133.33	4,241.67	1,416.67
	IX	--	253,300	15,075.00	4,525.00	1,508.33	257,200	15,308.33	4,600.00	1,525.00

*For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

TABLE 5
PROFESSORIAL SERIES (Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank)
HEALTH SCIENCES COMPENSATION PLAN

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 5</u>				<u>Scale 5</u>			
			<u>1.50</u>				<u>1.50</u>			
			<u>Annual</u>	<u>Adjusted Scale*</u>			<u>Annual</u>	<u>Adjusted Scale*</u>		
<u>7/1/15</u>				<u>7/1/16</u>						
			<u>REG</u>	<u>HS3</u>	<u>HS5</u>		<u>REG</u>	<u>HS3</u>	<u>HS5</u>	
Instructor	--	--	87,800	4,875.00	1,466.67	975.00	89,100	4,950.00	1,491.67	983.33
Assistant Professor	I	2	101,700	5,650.00	1,691.67	1,133.33	103,400	5,741.67	1,725.00	1,150.00
	II	2	107,900	5,991.67	1,800.00	1,200.00	109,500	6,083.33	1,825.00	1,216.67
	III	2	113,700	6,316.67	1,891.67	1,266.67	115,500	6,416.67	1,925.00	1,283.33
	IV	2	120,300	6,683.33	2,008.33	1,333.33	122,300	6,791.67	2,041.67	1,358.33
	V	2	126,200	7,008.33	2,100.00	1,408.33	128,100	7,116.67	2,141.67	1,416.67
	VI	2	132,300	7,350.00	2,208.33	1,466.67	134,400	7,466.67	2,241.67	1,491.67
Associate Professor	I	2	126,300	7,016.67	2,108.33	1,400.00	128,300	7,125.00	2,141.67	1,425.00
	II	2	132,500	7,358.33	2,208.33	1,475.00	134,600	7,475.00	2,250.00	1,491.67
	III	2	139,800	7,766.67	2,333.33	1,550.00	141,900	7,883.33	2,366.67	1,575.00
	IV	3	148,500	8,250.00	2,475.00	1,650.00	150,800	8,375.00	2,516.67	1,675.00
	V	3	160,100	8,891.67	2,666.67	1,783.33	162,600	9,033.33	2,716.67	1,800.00
Professor	I	3	148,700	8,258.33	2,475.00	1,658.33	150,900	8,383.33	2,516.67	1,675.00
	II	3	160,200	8,900.00	2,666.67	1,783.33	162,800	9,041.67	2,716.67	1,808.33
	III	3	171,800	9,541.67	2,866.67	1,908.33	174,500	9,691.67	2,908.33	1,941.67
	IV	3	184,200	10,233.33	3,066.67	2,050.00	187,100	10,391.67	3,125.00	2,075.00
	V	--	197,400	10,966.67	3,291.67	2,191.67	200,400	11,133.33	3,341.67	2,225.00
	VI	--	213,800	11,875.00	3,566.67	2,375.00	217,100	12,058.33	3,625.00	2,408.33
	VII	--	231,300	12,850.00	3,858.33	2,566.67	234,900	13,050.00	3,916.67	2,608.33
	VIII	--	250,500	13,916.67	4,175.00	2,783.33	254,400	14,133.33	4,241.67	2,825.00
	IX	--	271,400	15,075.00	4,525.00	3,016.67	275,600	15,308.33	4,600.00	3,058.33

*For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

TABLE 5
PROFESSORIAL SERIES (Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank)
HEALTH SCIENCES COMPENSATION PLAN

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 6</u> <u>1.65</u>				<u>Scale 6</u> <u>1.65</u>			
			<u>Annual</u>	<u>Adjusted Scale*</u> <u>7/1/15</u>			<u>Annual</u>	<u>Adjusted Scale*</u> <u>7/1/16</u>		
				<u>Monthly</u> <u>REG</u>	<u>Monthly</u> <u>HS3</u>	<u>Monthly</u> <u>HS6</u>		<u>Monthly</u> <u>REG</u>	<u>Monthly</u> <u>HS3</u>	<u>Monthly</u> <u>HS6</u>
Instructor	--	--	96,500	4,875.00	1,466.67	1,700.00	98,100	4,950.00	1,491.67	1,733.33
Assistant Professor	I	2	111,900	5,650.00	1,691.67	1,983.33	113,700	5,741.67	1,725.00	2,008.33
	II	2	118,600	5,991.67	1,800.00	2,091.67	120,500	6,083.33	1,825.00	2,133.33
	III	2	125,100	6,316.67	1,891.67	2,216.67	127,100	6,416.67	1,925.00	2,250.00
	IV	2	132,300	6,683.33	2,008.33	2,333.33	134,500	6,791.67	2,041.67	2,375.00
	V	2	138,800	7,008.33	2,100.00	2,458.33	141,000	7,116.67	2,141.67	2,491.67
	VI	2	145,500	7,350.00	2,208.33	2,566.67	147,900	7,466.67	2,241.67	2,616.67
Associate Professor	I	2	138,900	7,016.67	2,108.33	2,450.00	141,100	7,125.00	2,141.67	2,491.67
	II	2	145,700	7,358.33	2,208.33	2,575.00	148,100	7,475.00	2,250.00	2,616.67
	III	2	153,800	7,766.67	2,333.33	2,716.67	156,100	7,883.33	2,366.67	2,758.33
	IV	3	163,400	8,250.00	2,475.00	2,891.67	165,900	8,375.00	2,516.67	2,933.33
	V	3	176,100	8,891.67	2,666.67	3,116.67	178,900	9,033.33	2,716.67	3,158.33
Professor	I	3	163,500	8,258.33	2,475.00	2,891.67	166,000	8,383.33	2,516.67	2,933.33
	II	3	176,200	8,900.00	2,666.67	3,116.67	179,100	9,041.67	2,716.67	3,166.67
	III	3	188,900	9,541.67	2,866.67	3,333.33	191,900	9,691.67	2,908.33	3,391.67
	IV	3	202,600	10,233.33	3,066.67	3,583.33	205,800	10,391.67	3,125.00	3,633.33
	V	--	217,100	10,966.67	3,291.67	3,833.33	220,500	11,133.33	3,341.67	3,900.00
	VI	--	235,100	11,875.00	3,566.67	4,150.00	238,800	12,058.33	3,625.00	4,216.67
	VII	--	254,400	12,850.00	3,858.33	4,491.67	258,400	13,050.00	3,916.67	4,566.67
	VIII	--	275,600	13,916.67	4,175.00	4,875.00	279,900	14,133.33	4,241.67	4,950.00
	IX	--	298,500	15,075.00	4,525.00	5,275.00	303,200	15,308.33	4,600.00	5,358.33

*For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

TABLE 5
PROFESSORIAL SERIES (Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank)
HEALTH SCIENCES COMPENSATION PLAN

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 7</u> <u>1.80</u>				<u>Scale 7</u> <u>1.80</u>			
			<u>Annual</u>	<u>Adjusted Scale*</u> <u>7/1/15</u>			<u>Annual</u>	<u>Adjusted Scale*</u> <u>7/1/16</u>		
				<u>Monthly</u> <u>REG</u>	<u>Monthly</u> <u>HS3</u>	<u>Monthly</u> <u>HS7</u>		<u>Monthly</u> <u>REG</u>	<u>Monthly</u> <u>HS3</u>	<u>Monthly</u> <u>HS7</u>
Instructor	--	--	105,300	4,875.00	1,466.67	2,433.33	107,000	4,950.00	1,491.67	2,475.00
Assistant Professor	I	2	122,000	5,650.00	1,691.67	2,825.00	124,100	5,741.67	1,725.00	2,875.00
	II	2	129,400	5,991.67	1,800.00	2,991.67	131,400	6,083.33	1,825.00	3,041.67
	III	2	136,400	6,316.67	1,891.67	3,158.33	138,600	6,416.67	1,925.00	3,208.33
	IV	2	144,400	6,683.33	2,008.33	3,341.67	146,700	6,791.67	2,041.67	3,391.67
	V	2	151,400	7,008.33	2,100.00	3,508.33	153,800	7,116.67	2,141.67	3,558.33
	VI	2	158,800	7,350.00	2,208.33	3,675.00	161,300	7,466.67	2,241.67	3,733.33
Associate Professor	I	2	151,600	7,016.67	2,108.33	3,508.33	153,900	7,125.00	2,141.67	3,558.33
	II	2	158,900	7,358.33	2,208.33	3,675.00	161,500	7,475.00	2,250.00	3,733.33
	III	2	167,800	7,766.67	2,333.33	3,883.33	170,300	7,883.33	2,366.67	3,941.67
	IV	3	178,200	8,250.00	2,475.00	4,125.00	180,900	8,375.00	2,516.67	4,183.33
	V	3	192,100	8,891.67	2,666.67	4,450.00	195,200	9,033.33	2,716.67	4,516.67
Professor	I	3	178,400	8,258.33	2,475.00	4,133.33	181,100	8,383.33	2,516.67	4,191.67
	II	3	192,200	8,900.00	2,666.67	4,450.00	195,300	9,041.67	2,716.67	4,516.67
	III	3	206,100	9,541.67	2,866.67	4,766.67	209,400	9,691.67	2,908.33	4,850.00
	IV	3	221,000	10,233.33	3,066.67	5,116.67	224,500	10,391.67	3,125.00	5,191.67
	V	--	236,900	10,966.67	3,291.67	5,483.33	240,500	11,133.33	3,341.67	5,566.67
	VI	--	256,500	11,875.00	3,566.67	5,933.33	260,500	12,058.33	3,625.00	6,025.00
	VII	--	277,600	12,850.00	3,858.33	6,425.00	281,900	13,050.00	3,916.67	6,525.00
	VIII	--	300,600	13,916.67	4,175.00	6,958.33	305,300	14,133.33	4,241.67	7,066.67
	IX	--	325,600	15,075.00	4,525.00	7,533.33	330,700	15,308.33	4,600.00	7,650.00

*For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

TABLE 5
PROFESSORIAL SERIES (Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank)
HEALTH SCIENCES COMPENSATION PLAN

Rank	Step	Years at Step	Scale 8 2.00				Scale 8 2.00			
			Annual	Adjusted Scale* 7/1/15			Annual	Adjusted Scale* 7/1/16		
				Monthly REG	Monthly HS3	Monthly HS8		Monthly REG	Monthly HS3	Monthly HS8
Instructor	--	--	117,000	4,875.00	1,466.67	3,408.33	118,800	4,950.00	1,491.67	3,458.33
Assistant Professor	I	2	135,600	5,650.00	1,691.67	3,958.33	137,800	5,741.67	1,725.00	4,016.67
	II	2	143,800	5,991.67	1,800.00	4,191.67	146,000	6,083.33	1,825.00	4,258.33
	III	2	151,600	6,316.67	1,891.67	4,425.00	154,000	6,416.67	1,925.00	4,491.67
	IV	2	160,400	6,683.33	2,008.33	4,675.00	163,000	6,791.67	2,041.67	4,750.00
	V	2	168,200	7,008.33	2,100.00	4,908.33	170,800	7,116.67	2,141.67	4,975.00
	VI	2	176,400	7,350.00	2,208.33	5,141.67	179,200	7,466.67	2,241.67	5,225.00
Associate Professor	I	2	168,400	7,016.67	2,108.33	4,908.33	171,000	7,125.00	2,141.67	4,983.33
	II	2	176,600	7,358.33	2,208.33	5,150.00	179,400	7,475.00	2,250.00	5,225.00
	III	2	186,400	7,766.67	2,333.33	5,433.33	189,200	7,883.33	2,366.67	5,516.67
	IV	3	198,000	8,250.00	2,475.00	5,775.00	201,000	8,375.00	2,516.67	5,858.33
	V	3	213,400	8,891.67	2,666.67	6,225.00	216,800	9,033.33	2,716.67	6,316.67
Professor	I	3	198,200	8,258.33	2,475.00	5,783.33	201,200	8,383.33	2,516.67	5,866.67
	II	3	213,600	8,900.00	2,666.67	6,233.33	217,000	9,041.67	2,716.67	6,325.00
	III	3	229,000	9,541.67	2,866.67	6,675.00	232,600	9,691.67	2,908.33	6,783.33
	IV	3	245,600	10,233.33	3,066.67	7,166.67	249,400	10,391.67	3,125.00	7,266.67
	V	--	263,200	10,966.67	3,291.67	7,675.00	267,200	11,133.33	3,341.67	7,791.67
	VI	--	285,000	11,875.00	3,566.67	8,308.33	289,400	12,058.33	3,625.00	8,433.33
	VII	--	308,400	12,850.00	3,858.33	8,991.67	313,200	13,050.00	3,916.67	9,133.33
	VIII	--	334,000	13,916.67	4,175.00	9,741.67	339,200	14,133.33	4,241.67	9,891.67
	IX	--	361,800	15,075.00	4,525.00	10,550.00	367,400	15,308.33	4,600.00	10,708.33

*For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

TABLE 5
PROFESSORIAL SERIES (Adjunct, Clinical X, HS Clinical, In Residence, Ladder Rank)
HEALTH SCIENCES COMPENSATION PLAN

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 9</u>				<u>Scale 9</u>			
			<u>2.25</u>				<u>2.25</u>			
			<u>Annual</u>	<u>Adjusted Scale*</u>			<u>Annual</u>	<u>Adjusted Scale*</u>		
<u>7/1/15</u>				<u>7/1/16</u>						
				<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>
				<u>REG</u>	<u>HS3</u>	<u>HS9</u>		<u>REG</u>	<u>HS3</u>	<u>HS9</u>
Instructor	--	--	131,600	4,875.00	1,466.67	4,625.00	133,700	4,950.00	1,491.67	4,700.00
Assistant Professor	I	2	152,600	5,650.00	1,691.67	5,375.00	155,100	5,741.67	1,725.00	5,458.33
	II	2	161,800	5,991.67	1,800.00	5,691.67	164,300	6,083.33	1,825.00	5,783.33
	III	2	170,600	6,316.67	1,891.67	6,008.33	173,300	6,416.67	1,925.00	6,100.00
	IV	2	180,500	6,683.33	2,008.33	6,350.00	183,400	6,791.67	2,041.67	6,450.00
	V	2	189,200	7,008.33	2,100.00	6,658.33	192,200	7,116.67	2,141.67	6,758.33
	VI	2	198,500	7,350.00	2,208.33	6,983.33	201,600	7,466.67	2,241.67	7,091.67
Associate Professor	I	2	189,500	7,016.67	2,108.33	6,666.67	192,400	7,125.00	2,141.67	6,766.67
	II	2	198,700	7,358.33	2,208.33	6,991.67	201,900	7,475.00	2,250.00	7,100.00
	III	2	209,700	7,766.67	2,333.33	7,375.00	212,900	7,883.33	2,366.67	7,491.67
	IV	3	222,800	8,250.00	2,475.00	7,841.67	226,200	8,375.00	2,516.67	7,958.33
	V	3	240,100	8,891.67	2,666.67	8,450.00	243,900	9,033.33	2,716.67	8,575.00
Professor	I	3	223,000	8,258.33	2,475.00	7,850.00	226,400	8,383.33	2,516.67	7,966.67
	II	3	240,300	8,900.00	2,666.67	8,458.33	244,200	9,041.67	2,716.67	8,591.67
	III	3	257,600	9,541.67	2,866.67	9,058.33	261,700	9,691.67	2,908.33	9,208.33
	IV	3	276,300	10,233.33	3,066.67	9,725.00	280,600	10,391.67	3,125.00	9,866.67
	V	--	296,100	10,966.67	3,291.67	10,416.67	300,600	11,133.33	3,341.67	10,575.00
	VI	--	320,600	11,875.00	3,566.67	11,275.00	325,600	12,058.33	3,625.00	11,450.00
	VII	--	347,000	12,850.00	3,858.33	12,208.33	352,400	13,050.00	3,916.67	12,400.00
	VIII	--	375,800	13,916.67	4,175.00	13,225.00	381,600	14,133.33	4,241.67	13,425.00
	IX	--	407,000	15,075.00	4,525.00	14,316.67	413,400	15,308.33	4,600.00	14,541.67

*For faculty on the UCOP minimum scale, please consult with the Office of Academic Personnel.

**RESIDENT PHYSICIANS (OR POST-M.D.'S)
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Scale 7/1/2015</u>		<u>Scale 7/1/2016</u>	
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
RESIDENT PHYSICIAN (2708 - Step I) (2724 - Steps II-VIII)	I	52,941	4,411.77	53,947	4,495.58
	II	54,696	4,558.03	55,736	4,644.67
	III	56,845	4,737.08	57,925	4,827.08
	IV	59,089	4,924.05	60,211	5,017.58
	V	61,507	5,125.57	62,676	5,223.00
	VI	63,793	5,316.08	65,005	5,417.08
	VII	65,915	5,492.89	67,167	5,597.25
	VIII	69,384	5,781.96	70,702	5,891.83

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.

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

Rank	Adjusted Scale 7/1/15		Adjusted Scale 7/1/16	
	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
<u>ACADEMIC YEAR</u>				
Lecturer with Security of Employment (1607)	48,216 - 130,248	4,018.00 - 10,854.00	48,948 - 132,204	4,079.00 - 11,017.00
Lecturer with Potential SOE - 100% Time (1680)				
Senior Lecturer with Security of Employment (1603)	86,232 - 130,248	7,186.00 - 10,854.00	87,528 - 132,204	7,294.00 - 11,017.00
Senior Lecturer with Potential SOE - 100% Time (1683)				
<u>FISCAL YEAR</u>				
Lecturer with Security of Employment (1617)	55,236 - 154,572	4,603.00 - 12,881.00	56,076 - 156,900	4,673.00 - 13,075.00
Lecturer with Potential SOE - 100% Time (1682)				
Senior Lecturer with Security of Employment (1613)	101,496 - 154,572	8,458.00 - 12,881.00	103,020 - 156,900	8,585.00 - 13,075.00
Senior Lecturer with Potential SOE - 100% Time (1685)				

For salary levels within range, see SOE rate table (pages 21-22).

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

Adjusted Scale 7/1/2015		Adjusted Scale 7/1/2016	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
48,216	4,018.00	48,948	4,079.00
49,308	4,109.00	50,052	4,171.00
50,424	4,202.00	51,192	4,266.00
51,600	4,300.00	52,380	4,365.00
52,800	4,400.00	53,592	4,466.00
54,048	4,504.00	54,864	4,572.00
55,236	4,603.00	56,076	4,673.00
56,520	4,710.00	57,372	4,781.00
57,864	4,822.00	58,740	4,895.00
59,196	4,933.00	60,084	5,007.00
60,648	5,054.00	61,560	5,130.00
62,040	5,170.00	62,976	5,248.00
63,492	5,291.00	64,452	5,371.00
64,920	5,410.00	65,904	5,492.00
66,504	5,542.00	67,512	5,626.00
68,028	5,669.00	69,060	5,755.00
69,600	5,800.00	70,644	5,887.00
71,352	5,946.00	72,432	6,036.00
73,092	6,091.00	74,196	6,183.00
75,024	6,252.00	76,152	6,346.00
76,644	6,387.00	77,796	6,483.00
78,492	6,541.00	79,680	6,640.00
80,052	6,671.00	81,264	6,772.00
81,768	6,814.00	83,004	6,917.00
84,048	7,004.00	85,320	7,110.00
86,232	7,186.00	87,528	7,294.00
87,984	7,332.00	89,304	7,442.00

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

Adjusted Scale 7/1/2015		Adjusted Scale 7/1/2016	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
90,252	7,521.00	91,608	7,634.00
92,616	7,718.00	94,008	7,834.00
94,668	7,889.00	96,096	8,008.00
96,516	8,043.00	97,968	8,164.00
98,760	8,230.00	100,248	8,354.00
101,496	8,458.00	103,020	8,585.00
103,824	8,652.00	105,384	8,782.00
106,128	8,844.00	107,724	8,977.00
108,276	9,023.00	109,908	9,159.00
111,120	9,260.00	112,788	9,399.00
113,316	9,443.00	115,020	9,585.00
115,584	9,632.00	117,324	9,777.00
118,416	9,868.00	120,204	10,017.00
121,368	10,114.00	123,192	10,266.00
124,056	10,338.00	125,928	10,494.00
126,864	10,572.00	128,772	10,731.00
130,248	10,854.00	132,204	11,017.00
133,728	11,144.00	135,744	11,312.00
137,040	11,420.00	139,104	11,592.00
140,244	11,687.00	142,356	11,863.00
143,748	11,979.00	145,908	12,159.00
147,240	12,270.00	149,460	12,455.00
150,864	12,572.00	153,132	12,761.00
154,572	12,881.00	156,900	13,075.00

NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
***LECTURERS - NOT CONTINUING APPOINTMENTS**
***LECTURERS - POTENTIAL SECURITY OF EMPLOYMENT, LESS THAN 100%**

<u>RANK</u>	<u>Adjusted Scale 5/1/2016 Annual Range</u>	<u>Adjusted Scale 7/1/2016 Annual Range</u>
ACADEMIC YEAR		
Lecturer (Not Continuing) (e.g., 1630, 1632)	50,581 - 142,689	52,099 - 146,970
Senior Lecturer (Not Continuing) (e.g., 1640, 1642)	78,891 - 142,689	81,258 - 146,970

For salary levels within range, see Non-Senate Instructional Unit Academic Standard Table of Pay Rates (page 24).

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

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES**

FOR LECTURERS, NOT CONTINUING APPOINTMENTS and POTENTIAL SOE, LESS THAN 100%

Scale 5/1/2016				Scale 7/1/2016				7th Semester/10th Quarter 6% Increase			
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>1/10 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>1/10 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>1/10 Month</u>
50,581	4,215.08	5,620.11	5,058.10	52,099	4,341.58	5,788.78	5,209.90	55,225	4,602.08	6,136.11	5,522.50
51,846	4,320.50	5,760.67	5,184.60	53,402	4,450.17	5,933.56	5,340.20	56,607	4,717.25	6,289.67	5,660.70
53,142	4,428.50	5,904.67	5,314.20	54,737	4,561.42	6,081.89	5,473.70	58,022	4,835.17	6,446.89	5,802.20
54,469	4,539.08	6,052.11	5,446.90	56,104	4,675.33	6,233.78	5,610.40	59,471	4,955.92	6,607.89	5,947.10
55,832	4,652.67	6,203.56	5,583.20	57,507	4,792.25	6,389.67	5,750.70	60,958	5,079.83	6,773.11	6,095.80
57,228	4,769.00	6,358.67	5,722.80	58,945	4,912.08	6,549.44	5,894.50	62,482	5,206.83	6,942.44	6,248.20
58,659	4,888.25	6,517.67	5,865.90	60,419	5,034.92	6,713.22	6,041.90	64,045	5,337.08	7,116.11	6,404.50
60,125	5,010.42	6,680.56	6,012.50	61,929	5,160.75	6,881.00	6,192.90	65,645	5,470.42	7,293.89	6,564.50
61,628	5,135.67	6,847.56	6,162.80	63,477	5,289.75	7,053.00	6,347.70	67,286	5,607.17	7,476.22	6,728.60
63,169	5,264.08	7,018.78	6,316.90	65,065	5,422.08	7,229.44	6,506.50	68,969	5,747.42	7,663.22	6,896.90
64,747	5,395.58	7,194.11	6,474.70	66,690	5,557.50	7,410.00	6,669.00	70,692	5,891.00	7,854.67	7,069.20
66,366	5,530.50	7,374.00	6,636.60	68,357	5,696.42	7,595.22	6,835.70	72,459	6,038.25	8,051.00	7,245.90
68,026	5,668.83	7,558.44	6,802.60	70,067	5,838.92	7,785.22	7,006.70	74,272	6,189.33	8,252.44	7,427.20
69,726	5,810.50	7,747.33	6,972.60	71,818	5,984.83	7,979.78	7,181.80	76,128	6,344.00	8,458.67	7,612.80
71,469	5,955.75	7,941.00	7,146.90	73,614	6,134.50	8,179.33	7,361.40	78,031	6,502.58	8,670.11	7,803.10
73,257	6,104.75	8,139.67	7,325.70	75,455	6,287.92	8,383.89	7,545.50	79,983	6,665.25	8,887.00	7,998.30
75,088	6,257.33	8,343.11	7,508.80	77,341	6,445.08	8,593.44	7,734.10	81,982	6,831.83	9,109.11	8,198.20
76,966	6,413.83	8,551.78	7,696.60	79,275	6,606.25	8,808.33	7,927.50	84,032	7,002.67	9,336.89	8,403.20
78,891	6,574.25	8,765.67	7,889.10	81,258	6,771.50	9,028.67	8,125.80	86,134	7,177.83	9,570.44	8,613.40
80,861	6,738.42	8,984.56	8,086.10	83,287	6,940.58	9,254.11	8,328.70	88,285	7,357.08	9,809.44	8,828.50
82,881	6,906.75	9,209.00	8,288.10	85,368	7,114.00	9,485.33	8,536.80	90,491	7,540.92	10,054.56	9,049.10
84,956	7,079.67	9,439.56	8,495.60	87,505	7,292.08	9,722.78	8,750.50	92,756	7,729.67	10,306.22	9,275.60
87,078	7,256.50	9,675.33	8,707.80	89,691	7,474.25	9,965.67	8,969.10	95,073	7,922.75	10,563.67	9,507.30
89,254	7,437.83	9,917.11	8,925.40	91,932	7,661.00	10,214.67	9,193.20	97,448	8,120.67	10,827.56	9,744.80
91,485	7,623.75	10,165.00	9,148.50	94,230	7,852.50	10,470.00	9,423.00	99,884	8,323.67	11,098.22	9,988.40
93,774	7,814.50	10,419.33	9,377.40	96,588	8,049.00	10,732.00	9,658.80	102,384	8,532.00	11,376.00	10,238.40
96,120	8,010.00	10,680.00	9,612.00	99,004	8,250.33	11,000.44	9,900.40	104,945	8,745.42	11,660.56	10,494.50

NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
 FOR LECTURERS, NOT CONTINUING APPOINTMENTS and POTENTIAL SOE, LESS THAN 100%

Scale 5/1/2016				Scale 7/1/2016				7th Semester/10th Quarter 6% Increase			
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>1/10 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>1/10 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>1/10 Month</u>
98,521	8,210.08	10,946.78	9,852.10	101,477	8,456.42	11,275.22	10,147.70	107,566	8,963.83	11,951.78	10,756.60
100,986	8,415.50	11,220.67	10,098.60	104,016	8,668.00	11,557.33	10,401.60	110,257	9,188.08	12,250.78	11,025.70
103,509	8,625.75	11,501.00	10,350.90	106,615	8,884.58	11,846.11	10,661.50	113,012	9,417.67	12,556.89	11,301.20
106,096	8,841.33	11,788.44	10,609.60	109,279	9,106.58	12,142.11	10,927.90	115,836	9,653.00	12,870.67	11,583.60
108,749	9,062.42	12,083.22	10,874.90	112,012	9,334.33	12,445.78	11,201.20	118,733	9,894.42	13,192.56	11,873.30
111,468	9,289.00	12,385.33	11,146.80	114,813	9,567.75	12,757.00	11,481.30	121,702	10,141.83	13,522.44	12,170.20
114,255	9,521.25	12,695.00	11,425.50	117,683	9,806.92	13,075.89	11,768.30	124,744	10,395.33	13,860.44	12,474.40
117,110	9,759.17	13,012.22	11,711.00	120,624	10,052.00	13,402.67	12,062.40	127,862	10,655.17	14,206.89	12,786.20
120,039	10,003.25	13,337.67	12,003.90	123,641	10,303.42	13,737.89	12,364.10	131,060	10,921.67	14,562.22	13,106.00
123,037	10,253.08	13,670.78	12,303.70	126,729	10,560.75	14,081.00	12,672.90	134,333	11,194.42	14,925.89	13,433.30
126,115	10,509.58	14,012.78	12,611.50	129,899	10,824.92	14,433.22	12,989.90	137,693	11,474.42	15,299.22	13,769.30
129,268	10,772.33	14,363.11	12,926.80	133,147	11,095.58	14,794.11	13,314.70	141,136	11,761.33	15,681.78	14,113.60
132,500	11,041.67	14,722.22	13,250.00	136,475	11,372.92	15,163.89	13,647.50	144,664	12,055.33	16,073.78	14,466.40
135,813	11,317.75	15,090.33	13,581.30	139,888	11,657.33	15,543.11	13,988.80	148,282	12,356.83	16,475.78	14,828.20
139,208	11,600.67	15,467.56	13,920.80	143,385	11,948.75	15,931.67	14,338.50	151,989	12,665.75	16,887.67	15,198.90
142,689	11,890.75	15,854.33	14,268.90	146,970	12,247.50	16,330.00	14,697.00	155,789	12,982.42	17,309.89	15,578.90

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

<u>Rank</u> ACADEMIC	<u>Scale 5/1/2016 Annual Range</u>	<u>Scale 7/1/2016 Annual Range</u>
YEAR		
Lecturer (Continuing) (e.g., 1631, 1633)	57,228 - 159,812	58,945 - 164,607
Senior Lecturer (Continuing) (e.g., 1641, 1643)	78,891 - 159,812	81,258 - 164,607

For salary levels within range, see Non-Senate Instructional Unit Academic Standard Table of Pay Rates (page 26).

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

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS WITH CONTINUING APPOINTMENTS**

Scale 5/1/2016			Scale 7/1/2016			6% Merit Increase			9% Merit Increase			12% Merit Increase		
Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly
50,581	4,215.08	5,620.11	52,099	4,341.58	5,788.78	55,225	4,602.08	6,136.11	56,788	4,732.33	6,309.78	58,351	4,862.58	6,483.44
51,846	4,320.50	5,760.67	53,402	4,450.17	5,933.56	56,607	4,717.25	6,289.67	58,209	4,850.75	6,467.67	59,811	4,984.25	6,645.67
53,142	4,428.50	5,904.67	54,737	4,561.42	6,081.89	58,022	4,835.17	6,446.89	59,664	4,972.00	6,629.33	61,306	5,108.83	6,811.78
53,615	4,467.92	5,957.22	55,224	4,602.00	6,136.00	58,538	4,878.17	6,504.22	60,195	5,016.25	6,688.33	61,851	5,154.25	6,872.33
54,469	4,539.08	6,052.11	56,104	4,675.33	6,233.78	59,471	4,955.92	6,607.89	61,154	5,096.17	6,794.89	62,837	5,236.42	6,981.89
54,958	4,579.83	6,106.44	56,607	4,717.25	6,289.67	60,004	5,000.33	6,667.11	61,702	5,141.83	6,855.78	63,400	5,283.33	7,044.44
55,133	4,594.42	6,125.89	56,787	4,732.25	6,309.67	60,195	5,016.25	6,688.33	61,898	5,158.17	6,877.56	63,602	5,300.17	7,066.89
55,832	4,652.67	6,203.56	57,507	4,792.25	6,389.67	60,958	5,079.83	6,773.11	62,683	5,223.58	6,964.78	64,408	5,367.33	7,156.44
56,330	4,694.17	6,258.89	58,020	4,835.00	6,446.67	61,502	5,125.17	6,833.56	63,242	5,270.17	7,026.89	64,983	5,415.25	7,220.33
56,513	4,709.42	6,279.22	58,209	4,850.75	6,467.67	61,702	5,141.83	6,855.78	63,448	5,287.33	7,049.78	65,195	5,432.92	7,243.89
56,650	4,720.83	6,294.44	58,350	4,862.50	6,483.33	61,851	5,154.25	6,872.33	63,602	5,300.17	7,066.89	65,352	5,446.00	7,261.33
57,228	4,769.00	6,358.67	58,945	4,912.08	6,549.44	62,482	5,206.83	6,942.44	64,251	5,354.25	7,139.00	66,019	5,501.58	7,335.44
57,738	4,811.50	6,415.33	59,471	4,955.92	6,607.89	63,040	5,253.33	7,004.44	64,824	5,402.00	7,202.67	66,608	5,550.67	7,400.89
57,925	4,827.08	6,436.11	59,663	4,971.92	6,629.22	63,243	5,270.25	7,027.00	65,033	5,419.42	7,225.89	66,823	5,568.58	7,424.78
58,068	4,839.00	6,452.00	59,811	4,984.25	6,645.67	63,400	5,283.33	7,044.44	65,194	5,432.83	7,243.78	66,989	5,582.42	7,443.22
58,659	4,888.25	6,517.67	60,419	5,034.92	6,713.22	64,045	5,337.08	7,116.11	65,857	5,488.08	7,317.44	67,670	5,639.17	7,518.89
59,182	4,931.83	6,575.78	60,958	5,079.83	6,773.11	64,616	5,384.67	7,179.56	66,445	5,537.08	7,382.78	68,273	5,689.42	7,585.89
59,372	4,947.67	6,596.89	61,154	5,096.17	6,794.89	64,824	5,402.00	7,202.67	66,658	5,554.83	7,406.44	68,493	5,707.75	7,610.33
59,519	4,959.92	6,613.22	61,305	5,108.75	6,811.67	64,984	5,415.33	7,220.44	66,823	5,568.58	7,424.78	68,662	5,721.83	7,629.11
60,125	5,010.42	6,680.56	61,929	5,160.75	6,881.00	65,645	5,470.42	7,293.89	67,503	5,625.25	7,500.33	69,361	5,780.08	7,706.78
60,661	5,055.08	6,740.11	62,481	5,206.75	6,942.33	66,230	5,519.17	7,358.89	68,105	5,675.42	7,567.22	69,979	5,831.58	7,775.44
60,857	5,071.42	6,761.89	62,683	5,223.58	6,964.78	66,444	5,537.00	7,382.67	68,325	5,693.75	7,591.67	70,205	5,850.42	7,800.56
61,006	5,083.83	6,778.44	62,837	5,236.42	6,981.89	66,608	5,550.67	7,400.89	68,493	5,707.75	7,610.33	70,378	5,864.83	7,819.78
61,628	5,135.67	6,847.56	63,477	5,289.75	7,053.00	67,286	5,607.17	7,476.22	69,190	5,765.83	7,687.78	71,095	5,924.58	7,899.44
62,178	5,181.50	6,908.67	64,044	5,337.00	7,116.00	67,887	5,657.25	7,543.00	69,808	5,817.33	7,756.44	71,730	5,977.50	7,970.00
62,379	5,198.25	6,931.00	64,251	5,354.25	7,139.00	68,107	5,675.58	7,567.44	70,034	5,836.17	7,781.56	71,962	5,996.83	7,995.78
62,531	5,210.92	6,947.89	64,407	5,367.25	7,156.33	68,272	5,689.33	7,585.78	70,204	5,850.33	7,800.44	72,136	6,011.33	8,015.11
63,169	5,264.08	7,018.78	65,065	5,422.08	7,229.44	68,969	5,747.42	7,663.22	70,921	5,910.08	7,880.11	72,873	6,072.75	8,097.00
63,733	5,311.08	7,081.44	65,645	5,470.42	7,293.89	69,584	5,798.67	7,731.56	71,554	5,962.83	7,950.44	73,523	6,126.92	8,169.22
63,939	5,328.25	7,104.33	65,858	5,488.17	7,317.56	69,810	5,817.50	7,756.67	71,786	5,982.17	7,976.22	73,761	6,146.75	8,195.67
64,095	5,341.25	7,121.67	66,018	5,501.50	7,335.33	69,980	5,831.67	7,775.56	71,960	5,996.67	7,995.56	73,941	6,161.75	8,215.67
64,747	5,395.58	7,194.11	66,690	5,557.50	7,410.00	70,692	5,891.00	7,854.67	72,693	6,057.75	8,077.00	74,693	6,224.42	8,299.22
65,326	5,443.83	7,258.44	67,286	5,607.17	7,476.22	71,324	5,943.67	7,924.89	73,342	6,111.83	8,149.11	75,361	6,280.08	8,373.44

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS WITH CONTINUING APPOINTMENTS**

Scale 5/1/2016			Scale 7/1/2016			Merit Scale								
						6% Merit Increase			9% Merit Increase			12% Merit Increase		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
65,536	5,461.33	7,281.78	67,503	5,625.25	7,500.33	71,554	5,962.83	7,950.44	73,579	6,131.58	8,175.44	75,604	6,300.33	8,400.44
65,699	5,474.92	7,299.89	67,670	5,639.17	7,518.89	71,731	5,977.58	7,970.11	73,761	6,146.75	8,195.67	75,791	6,315.92	8,421.22
66,366	5,530.50	7,374.00	68,357	5,696.42	7,595.22	72,459	6,038.25	8,051.00	74,510	6,209.17	8,278.89	76,560	6,380.00	8,506.67
66,960	5,580.00	7,440.00	68,969	5,747.42	7,663.22	73,108	6,092.33	8,123.11	75,177	6,264.75	8,353.00	77,246	6,437.17	8,582.89
67,175	5,597.92	7,463.89	69,191	5,765.92	7,687.89	73,343	6,111.92	8,149.22	75,419	6,284.92	8,379.89	77,494	6,457.83	8,610.44
67,340	5,611.67	7,482.22	69,361	5,780.08	7,706.78	73,523	6,126.92	8,169.22	75,604	6,300.33	8,400.44	77,685	6,473.75	8,631.67
68,026	5,668.83	7,558.44	70,067	5,838.92	7,785.22	74,272	6,189.33	8,252.44	76,374	6,364.50	8,486.00	78,476	6,539.67	8,719.56
68,632	5,719.33	7,625.78	70,691	5,890.92	7,854.56	74,933	6,244.42	8,325.89	77,054	6,421.17	8,561.56	79,174	6,597.83	8,797.11
68,855	5,737.92	7,650.56	70,921	5,910.08	7,880.11	75,177	6,264.75	8,353.00	77,304	6,442.00	8,589.33	79,432	6,619.33	8,825.78
69,024	5,752.00	7,669.33	71,095	5,924.58	7,899.44	75,361	6,280.08	8,373.44	77,494	6,457.83	8,610.44	79,627	6,635.58	8,847.44
69,726	5,810.50	7,747.33	71,818	5,984.83	7,979.78	76,128	6,344.00	8,458.67	78,282	6,523.50	8,698.00	80,437	6,703.08	8,937.44
70,348	5,862.33	7,816.44	72,459	6,038.25	8,051.00	76,807	6,400.58	8,534.11	78,981	6,581.75	8,775.67	81,155	6,762.92	9,017.22
70,575	5,881.25	7,841.67	72,693	6,057.75	8,077.00	77,055	6,421.25	8,561.67	79,236	6,603.00	8,804.00	81,417	6,784.75	9,046.33
70,749	5,895.75	7,861.00	72,872	6,072.67	8,096.89	77,245	6,437.08	8,582.78	79,431	6,619.25	8,825.67	81,617	6,801.42	9,068.56
71,469	5,955.75	7,941.00	73,614	6,134.50	8,179.33	78,031	6,502.58	8,670.11	80,240	6,686.67	8,915.56	82,448	6,870.67	9,160.89
72,107	6,008.92	8,011.89	74,271	6,189.25	8,252.33	78,728	6,560.67	8,747.56	80,956	6,746.33	8,995.11	83,184	6,932.00	9,242.67
72,340	6,028.33	8,037.78	74,511	6,209.25	8,279.00	78,982	6,581.83	8,775.78	81,217	6,768.08	9,024.11	83,453	6,954.42	9,272.56
72,517	6,043.08	8,057.44	74,693	6,224.42	8,299.22	79,175	6,597.92	8,797.22	81,416	6,784.67	9,046.22	83,657	6,971.42	9,295.22
73,257	6,104.75	8,139.67	75,455	6,287.92	8,383.89	79,983	6,665.25	8,887.00	82,246	6,853.83	9,138.44	84,510	7,042.50	9,390.00
73,909	6,159.08	8,212.11	76,127	6,343.92	8,458.56	80,695	6,724.58	8,966.11	82,979	6,914.92	9,219.89	85,263	7,105.25	9,473.67
74,148	6,179.00	8,238.67	76,373	6,364.42	8,485.89	80,956	6,746.33	8,995.11	83,247	6,937.25	9,249.67	85,538	7,128.17	9,504.22
74,330	6,194.17	8,258.89	76,560	6,380.00	8,506.67	81,154	6,762.83	9,017.11	83,451	6,954.25	9,272.33	85,748	7,145.67	9,527.56
75,088	6,257.33	8,343.11	77,341	6,445.08	8,593.44	81,982	6,831.83	9,109.11	84,302	7,025.17	9,366.89	86,622	7,218.50	9,624.67
75,757	6,313.08	8,417.44	78,030	6,502.50	8,670.00	82,712	6,892.67	9,190.22	85,053	7,087.75	9,450.33	87,394	7,282.83	9,710.44
76,001	6,333.42	8,444.56	78,282	6,523.50	8,698.00	82,979	6,914.92	9,219.89	85,328	7,110.67	9,480.89	87,676	7,306.33	9,741.78
76,189	6,349.08	8,465.44	78,475	6,539.58	8,719.44	83,184	6,932.00	9,242.67	85,538	7,128.17	9,504.22	87,892	7,324.33	9,765.78
76,966	6,413.83	8,551.78	79,275	6,606.25	8,808.33	84,032	7,002.67	9,336.89	86,410	7,200.83	9,601.11	88,788	7,399.00	9,865.33
77,652	6,471.00	8,628.00	79,982	6,665.17	8,886.89	84,781	7,065.08	9,420.11	87,181	7,265.08	9,686.78	89,580	7,465.00	9,953.33
77,901	6,491.75	8,655.67	80,239	6,686.58	8,915.44	85,054	7,087.83	9,450.44	87,461	7,288.42	9,717.89	89,868	7,489.00	9,985.33
78,093	6,507.75	8,677.00	80,436	6,703.00	8,937.33	85,263	7,105.25	9,473.67	87,676	7,306.33	9,741.78	90,089	7,507.42	10,009.89
78,891	6,574.25	8,765.67	81,258	6,771.50	9,028.67	86,134	7,177.83	9,570.44	88,572	7,381.00	9,841.33	91,009	7,584.08	10,112.11
79,593	6,632.75	8,843.67	81,981	6,831.75	9,109.00	86,900	7,241.67	9,655.56	89,360	7,446.67	9,928.89	91,819	7,651.58	10,202.11
79,850	6,654.17	8,872.22	82,246	6,853.83	9,138.44	87,181	7,265.08	9,686.78	89,649	7,470.75	9,961.00	92,116	7,676.33	10,235.11

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS WITH CONTINUING APPOINTMENTS**

Scale 5/1/2016			Scale 7/1/2016			Merit Scale								
						6% Merit Increase			9% Merit Increase			12% Merit Increase		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
80,044	6,670.33	8,893.78	82,446	6,870.50	9,160.67	87,393	7,282.75	9,710.33	89,867	7,488.92	9,985.22	92,340	7,695.00	10,260.00
80,861	6,738.42	8,984.56	83,287	6,940.58	9,254.11	88,285	7,357.08	9,809.44	90,783	7,565.25	10,087.00	93,282	7,773.50	10,364.67
81,584	6,798.67	9,064.89	84,032	7,002.67	9,336.89	89,074	7,422.83	9,897.11	91,595	7,632.92	10,177.22	94,116	7,843.00	10,457.33
81,845	6,820.42	9,093.89	84,301	7,025.08	9,366.78	89,360	7,446.67	9,928.89	91,889	7,657.42	10,209.89	94,418	7,868.17	10,490.89
82,048	6,837.33	9,116.44	84,510	7,042.50	9,390.00	89,581	7,465.08	9,953.44	92,116	7,676.33	10,235.11	94,652	7,887.67	10,516.89
82,881	6,906.75	9,209.00	85,368	7,114.00	9,485.33	90,491	7,540.92	10,054.56	93,052	7,754.33	10,339.11	95,613	7,967.75	10,623.67
83,624	6,968.67	9,291.56	86,133	7,177.75	9,570.33	91,301	7,608.42	10,144.56	93,885	7,823.75	10,431.67	96,469	8,039.08	10,718.78
83,893	6,991.08	9,321.44	86,410	7,200.83	9,601.11	91,595	7,632.92	10,177.22	94,187	7,848.92	10,465.22	96,780	8,065.00	10,753.33
84,098	7,008.17	9,344.22	86,621	7,218.42	9,624.56	91,819	7,651.58	10,202.11	94,417	7,868.08	10,490.78	97,016	8,084.67	10,779.56
84,956	7,079.67	9,439.56	87,505	7,292.08	9,722.78	92,756	7,729.67	10,306.22	95,381	7,948.42	10,597.89	98,006	8,167.17	10,889.56
85,712	7,142.67	9,523.56	88,284	7,357.00	9,809.33	93,582	7,798.50	10,398.00	96,230	8,019.17	10,692.22	98,879	8,239.92	10,986.56
85,991	7,165.92	9,554.56	88,571	7,380.92	9,841.22	93,886	7,823.83	10,431.78	96,543	8,045.25	10,727.00	99,200	8,266.67	11,022.22
86,201	7,183.42	9,577.89	88,788	7,399.00	9,865.33	94,116	7,843.00	10,457.33	96,779	8,064.92	10,753.22	99,443	8,286.92	11,049.22
87,078	7,256.50	9,675.33	89,691	7,474.25	9,965.67	95,073	7,922.75	10,563.67	97,764	8,147.00	10,862.67	100,454	8,371.17	11,161.56
87,855	7,321.25	9,761.67	90,491	7,540.92	10,054.56	95,921	7,993.42	10,657.89	98,636	8,219.67	10,959.56	101,350	8,445.83	11,261.11
88,138	7,344.83	9,793.11	90,783	7,565.25	10,087.00	96,230	8,019.17	10,692.22	98,954	8,246.17	10,994.89	101,677	8,473.08	11,297.44
88,357	7,363.08	9,817.44	91,008	7,584.00	10,112.00	96,469	8,039.08	10,718.78	99,199	8,266.58	11,022.11	101,929	8,494.08	11,325.44
89,254	7,437.83	9,917.11	91,932	7,661.00	10,214.67	97,448	8,120.67	10,827.56	100,206	8,350.50	11,134.00	102,964	8,580.33	11,440.44
90,053	7,504.42	10,005.89	92,755	7,729.58	10,306.11	98,321	8,193.42	10,924.56	101,103	8,425.25	11,233.67	103,886	8,657.17	11,542.89
90,341	7,528.42	10,037.89	93,052	7,754.33	10,339.11	98,636	8,219.67	10,959.56	101,427	8,452.25	11,269.67	104,219	8,684.92	11,579.89
90,564	7,547.00	10,062.67	93,281	7,773.42	10,364.56	98,878	8,239.83	10,986.44	101,677	8,473.08	11,297.44	104,475	8,706.25	11,608.33
91,485	7,623.75	10,165.00	94,230	7,852.50	10,470.00	99,884	8,323.67	11,098.22	102,711	8,559.25	11,412.33	105,538	8,794.83	11,726.44
92,303	7,691.92	10,255.89	95,073	7,922.75	10,563.67	100,778	8,398.17	11,197.56	103,630	8,635.83	11,514.44	106,482	8,873.50	11,831.33
92,602	7,716.83	10,289.11	95,381	7,948.42	10,597.89	101,104	8,425.33	11,233.78	103,966	8,663.83	11,551.78	106,827	8,902.25	11,869.67
92,827	7,735.58	10,314.11	95,612	7,967.67	10,623.56	101,349	8,445.75	11,261.00	104,218	8,684.83	11,579.78	107,086	8,923.83	11,898.44
93,774	7,814.50	10,419.33	96,588	8,049.00	10,732.00	102,384	8,532.00	11,376.00	105,281	8,773.42	11,697.89	108,179	9,014.92	12,019.89
94,609	7,884.08	10,512.11	97,448	8,120.67	10,827.56	103,295	8,607.92	11,477.22	106,219	8,851.58	11,802.11	109,142	9,095.17	12,126.89
94,915	7,909.58	10,546.11	97,763	8,146.92	10,862.56	103,629	8,635.75	11,514.33	106,562	8,880.17	11,840.22	109,495	9,124.58	12,166.11
95,151	7,929.25	10,572.33	98,006	8,167.17	10,889.56	103,887	8,657.25	11,543.00	106,827	8,902.25	11,869.67	109,767	9,147.25	12,196.33
96,120	8,010.00	10,680.00	99,004	8,250.33	11,000.44	104,945	8,745.42	11,660.56	107,915	8,992.92	11,990.56	110,885	9,240.42	12,320.56
96,974	8,081.17	10,774.89	99,884	8,323.67	11,098.22	105,878	8,823.17	11,764.22	108,874	9,072.83	12,097.11	111,871	9,322.58	12,430.11
97,287	8,107.25	10,809.67	100,206	8,350.50	11,134.00	106,219	8,851.58	11,802.11	109,225	9,102.08	12,136.11	112,231	9,352.58	12,470.11
97,527	8,127.25	10,836.33	100,453	8,371.08	11,161.44	106,481	8,873.42	11,831.22	109,494	9,124.50	12,166.00	112,508	9,375.67	12,500.89

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS WITH CONTINUING APPOINTMENTS**

Scale 5/1/2016			Scale 7/1/2016			Merit Scale								
						6% Merit Increase			9% Merit Increase			12% Merit Increase		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
98,521	8,210.08	10,946.78	101,477	8,456.42	11,275.22	107,566	8,963.83	11,951.78	110,610	9,217.50	12,290.00	113,655	9,471.25	12,628.33
99,401	8,283.42	11,044.56	102,384	8,532.00	11,376.00	108,528	9,044.00	12,058.67	111,599	9,299.92	12,399.89	114,671	9,555.92	12,741.22
99,719	8,309.92	11,079.89	102,711	8,559.25	11,412.33	108,874	9,072.83	12,097.11	111,955	9,329.58	12,439.44	115,037	9,586.42	12,781.89
99,964	8,330.33	11,107.11	102,963	8,580.25	11,440.33	109,141	9,095.08	12,126.78	112,230	9,352.50	12,470.00	115,319	9,609.92	12,813.22
100,986	8,415.50	11,220.67	104,016	8,668.00	11,557.33	110,257	9,188.08	12,250.78	113,378	9,448.17	12,597.56	116,498	9,708.17	12,944.22
101,887	8,490.58	11,320.78	104,944	8,745.33	11,660.44	111,241	9,270.08	12,360.11	114,389	9,532.42	12,709.89	117,538	9,794.83	13,059.78
102,214	8,517.83	11,357.11	105,281	8,773.42	11,697.89	111,598	9,299.83	12,399.78	114,757	9,563.08	12,750.78	117,915	9,826.25	13,101.67
102,464	8,538.67	11,384.89	105,538	8,794.83	11,726.44	111,871	9,322.58	12,430.11	115,037	9,586.42	12,781.89	118,203	9,850.25	13,133.67
103,509	8,625.75	11,501.00	106,615	8,884.58	11,846.11	113,012	9,417.67	12,556.89	116,211	9,684.25	12,912.33	119,409	9,950.75	13,267.67
104,433	8,702.75	11,603.67	107,566	8,963.83	11,951.78	114,020	9,501.67	12,668.89	117,247	9,770.58	13,027.44	120,474	10,039.50	13,386.00
104,771	8,730.92	11,641.22	107,915	8,992.92	11,990.56	114,390	9,532.50	12,710.00	117,628	9,802.33	13,069.78	120,865	10,072.08	13,429.44
105,027	8,752.25	11,669.67	108,178	9,014.83	12,019.78	114,669	9,555.75	12,741.00	117,915	9,826.25	13,101.67	121,160	10,096.67	13,462.22
106,096	8,841.33	11,788.44	109,279	9,106.58	12,142.11	115,836	9,653.00	12,870.67	119,115	9,926.25	13,235.00	122,393	10,199.42	13,599.22
107,045	8,920.42	11,893.89	110,257	9,188.08	12,250.78	116,873	9,739.42	12,985.89	120,181	10,015.08	13,353.44	123,488	10,290.67	13,720.89
107,388	8,949.00	11,932.00	110,610	9,217.50	12,290.00	117,247	9,770.58	13,027.44	120,565	10,047.08	13,396.11	123,884	10,323.67	13,764.89
107,655	8,971.25	11,961.67	110,885	9,240.42	12,320.56	117,539	9,794.92	13,059.89	120,865	10,072.08	13,429.44	124,192	10,349.33	13,799.11
108,749	9,062.42	12,083.22	112,012	9,334.33	12,445.78	118,733	9,894.42	13,192.56	122,094	10,174.50	13,566.00	125,454	10,454.50	13,939.33
109,720	9,143.33	12,191.11	113,012	9,417.67	12,556.89	119,793	9,982.75	13,310.33	123,184	10,265.33	13,687.11	126,574	10,547.83	14,063.78
110,075	9,172.92	12,230.56	113,378	9,448.17	12,597.56	120,181	10,015.08	13,353.44	123,583	10,298.58	13,731.44	126,984	10,582.00	14,109.33
110,344	9,195.33	12,260.44	113,655	9,471.25	12,628.33	120,475	10,039.58	13,386.11	123,884	10,323.67	13,764.89	127,294	10,607.83	14,143.78
111,468	9,289.00	12,385.33	114,813	9,567.75	12,757.00	121,702	10,141.83	13,522.44	125,147	10,428.92	13,905.22	128,591	10,715.92	14,287.89
112,462	9,371.83	12,495.78	115,836	9,653.00	12,870.67	122,787	10,232.25	13,643.00	126,262	10,521.83	14,029.11	129,737	10,811.42	14,415.22
112,825	9,402.08	12,536.11	116,210	9,684.17	12,912.22	123,183	10,265.25	13,687.00	126,669	10,555.75	14,074.33	130,156	10,846.33	14,461.78
113,104	9,425.33	12,567.11	116,498	9,708.17	12,944.22	123,488	10,290.67	13,720.89	126,983	10,581.92	14,109.22	130,478	10,873.17	14,497.56
114,255	9,521.25	12,695.00	117,683	9,806.92	13,075.89	124,744	10,395.33	13,860.44	128,275	10,689.58	14,252.78	131,805	10,983.75	14,645.00
115,274	9,606.17	12,808.22	118,733	9,894.42	13,192.56	125,857	10,488.08	13,984.11	129,419	10,784.92	14,379.89	132,981	11,081.75	14,775.67
115,645	9,637.08	12,849.44	119,115	9,926.25	13,235.00	126,262	10,521.83	14,029.11	129,836	10,819.67	14,426.22	133,409	11,117.42	14,823.22
115,930	9,660.83	12,881.11	119,408	9,950.67	13,267.56	126,573	10,547.75	14,063.67	130,155	10,846.25	14,461.67	133,737	11,144.75	14,859.67
117,110	9,759.17	13,012.22	120,624	10,052.00	13,402.67	127,862	10,655.17	14,206.89	131,481	10,956.75	14,609.00	135,099	11,258.25	15,011.00
118,156	9,846.33	13,128.44	121,701	10,141.75	13,522.33	129,004	10,750.33	14,333.78	132,655	11,054.58	14,739.44	136,306	11,358.83	15,145.11
118,536	9,878.00	13,170.67	122,093	10,174.42	13,565.89	129,419	10,784.92	14,379.89	133,082	11,090.17	14,786.89	136,745	11,395.42	15,193.89
118,828	9,902.33	13,203.11	122,393	10,199.42	13,599.22	129,737	10,811.42	14,415.22	133,409	11,117.42	14,823.22	137,081	11,423.42	15,231.22
120,039	10,003.25	13,337.67	123,641	10,303.42	13,737.89	131,060	10,921.67	14,562.22	134,769	11,230.75	14,974.33	138,478	11,539.83	15,386.44

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS WITH CONTINUING APPOINTMENTS**

Scale 5/1/2016			Scale 7/1/2016			Merit Scale								
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	6% Merit Increase			9% Merit Increase			12% Merit Increase		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
121,111	10,092.58	13,456.78	124,745	10,395.42	13,860.56	132,230	11,019.17	14,692.22	135,973	11,331.08	15,108.11	139,715	11,642.92	15,523.89
121,500	10,125.00	13,500.00	125,145	10,428.75	13,905.00	132,654	11,054.50	14,739.33	136,409	11,367.42	15,156.56	140,163	11,680.25	15,573.67
121,798	10,149.83	13,533.11	125,452	10,454.33	13,939.11	132,980	11,081.67	14,775.56	136,743	11,395.25	15,193.67	140,507	11,708.92	15,611.89
123,037	10,253.08	13,670.78	126,729	10,560.75	14,081.00	134,333	11,194.42	14,925.89	138,135	11,511.25	15,348.33	141,937	11,828.08	15,770.78
124,137	10,344.75	13,793.00	127,862	10,655.17	14,206.89	135,534	11,294.50	15,059.33	139,370	11,614.17	15,485.56	143,206	11,933.83	15,911.78
124,538	10,378.17	13,837.56	128,275	10,689.58	14,252.78	135,972	11,331.00	15,108.00	139,820	11,651.67	15,535.56	143,668	11,972.33	15,963.11
124,844	10,403.67	13,871.56	128,590	10,715.83	14,287.78	136,306	11,358.83	15,145.11	140,164	11,680.33	15,573.78	144,021	12,001.75	16,002.33
126,115	10,509.58	14,012.78	129,899	10,824.92	14,433.22	137,693	11,474.42	15,299.22	141,590	11,799.17	15,732.22	145,487	12,123.92	16,165.22
127,241	10,603.42	14,137.89	131,059	10,921.58	14,562.11	138,923	11,576.92	15,435.89	142,855	11,904.58	15,872.78	146,787	12,232.25	16,309.67
127,650	10,637.50	14,183.33	131,480	10,956.67	14,608.89	139,369	11,614.08	15,485.44	143,314	11,942.83	15,923.78	147,258	12,271.50	16,362.00
127,965	10,663.75	14,218.33	131,804	10,983.67	14,644.89	139,713	11,642.75	15,523.67	143,667	11,972.25	15,963.00	147,621	12,301.75	16,402.33
129,268	10,772.33	14,363.11	133,147	11,095.58	14,794.11	141,136	11,761.33	15,681.78	145,131	12,094.25	16,125.67	149,125	12,427.08	16,569.44
130,418	10,868.17	14,490.89	134,331	11,194.25	14,925.67	142,391	11,865.92	15,821.22	146,421	12,201.75	16,269.00	150,451	12,537.58	16,716.78
130,842	10,903.50	14,538.00	134,768	11,230.67	14,974.22	142,855	11,904.58	15,872.78	146,898	12,241.50	16,322.00	150,941	12,578.42	16,771.22
131,163	10,930.25	14,573.67	135,098	11,258.17	15,010.89	143,204	11,933.67	15,911.56	147,257	12,271.42	16,361.89	151,310	12,609.17	16,812.22
132,500	11,041.67	14,722.22	136,475	11,372.92	15,163.89	144,664	12,055.33	16,073.78	148,758	12,396.50	16,528.67	152,852	12,737.67	16,983.56
133,682	11,140.17	14,853.56	137,693	11,474.42	15,299.22	145,955	12,162.92	16,217.22	150,086	12,507.17	16,676.22	154,217	12,851.42	17,135.22
134,110	11,175.83	14,901.11	138,134	11,511.17	15,348.22	146,423	12,201.92	16,269.22	150,567	12,547.25	16,729.67	154,711	12,892.58	17,190.11
134,443	11,203.58	14,938.11	138,477	11,539.75	15,386.33	146,786	12,232.17	16,309.56	150,940	12,578.33	16,771.11	155,095	12,924.58	17,232.78
135,813	11,317.75	15,090.33	139,888	11,657.33	15,543.11	148,282	12,356.83	16,475.78	152,478	12,706.50	16,942.00	156,675	13,056.25	17,408.33
137,024	11,418.67	15,224.89	141,135	11,761.25	15,681.67	149,604	12,467.00	16,622.67	153,838	12,819.83	17,093.11	158,072	13,172.67	17,563.56
137,465	11,455.42	15,273.89	141,589	11,799.08	15,732.11	150,085	12,507.08	16,676.11	154,333	12,861.08	17,148.11	158,580	13,215.00	17,620.00
137,801	11,483.42	15,311.22	141,936	11,828.00	15,770.67	150,453	12,537.75	16,717.00	154,711	12,892.58	17,190.11	158,969	13,247.42	17,663.22
139,208	11,600.67	15,467.56	143,385	11,948.75	15,931.67	151,989	12,665.75	16,887.67	156,290	13,024.17	17,365.56	160,592	13,382.67	17,843.56
140,450	11,704.17	15,605.56	144,664	12,055.33	16,073.78	153,344	12,778.67	17,038.22	157,684	13,140.33	17,520.44	162,024	13,502.00	18,002.67
140,902	11,741.83	15,655.78	145,130	12,094.17	16,125.56	153,838	12,819.83	17,093.11	158,192	13,182.67	17,576.89	162,546	13,545.50	18,060.67
141,248	11,770.67	15,694.22	145,486	12,123.83	16,165.11	154,216	12,851.33	17,135.11	158,580	13,215.00	17,620.00	162,945	13,578.75	18,105.00
142,689	11,890.75	15,854.33	146,970	12,247.50	16,330.00	155,789	12,982.42	17,309.89	160,198	13,349.83	17,799.78	164,607	13,717.25	18,289.67
143,961	11,996.75	15,995.67	148,280	12,356.67	16,475.56	157,177	13,098.08	17,464.11	161,626	13,468.83	17,958.44	166,074	13,839.50	18,452.67
144,425	12,035.42	16,047.22	148,758	12,396.50	16,528.67	157,684	13,140.33	17,520.44	162,147	13,512.25	18,016.33	166,609	13,884.08	18,512.11
144,780	12,065.00	16,086.67	149,124	12,427.00	16,569.33	158,072	13,172.67	17,563.56	162,546	13,545.50	18,060.67	167,019	13,918.25	18,557.67
146,256	12,188.00	16,250.67	150,644	12,553.67	16,738.22	159,683	13,306.92	17,742.56	164,202	13,683.50	18,244.67	168,722	14,060.17	18,746.89
147,560	12,296.67	16,395.56	151,987	12,665.58	16,887.44	161,107	13,425.58	17,900.78	165,666	13,805.50	18,407.33	170,226	14,185.50	18,914.00

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS WITH CONTINUING APPOINTMENTS**

Scale 5/1/2016			Scale 7/1/2016			Merit Scale								
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	6% Merit Increase			9% Merit Increase			12% Merit Increase		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
148,036	12,336.33	16,448.44	152,478	12,706.50	16,942.00	161,627	13,468.92	17,958.56	166,202	13,850.17	18,466.89	170,776	14,231.33	18,975.11
148,400	12,366.67	16,488.89	152,852	12,737.67	16,983.56	162,024	13,502.00	18,002.67	166,609	13,884.08	18,512.11	171,195	14,266.25	19,021.67
149,911	12,492.58	16,656.78	154,409	12,867.42	17,156.56	163,674	13,639.50	18,186.00	168,306	14,025.50	18,700.67	172,939	14,411.58	19,215.44
151,250	12,604.17	16,805.56	155,788	12,982.33	17,309.78	165,136	13,761.33	18,348.44	169,809	14,150.75	18,867.67	174,483	14,540.25	19,387.00
151,736	12,644.67	16,859.56	156,289	13,024.08	17,365.44	165,667	13,805.58	18,407.44	170,356	14,196.33	18,928.44	175,044	14,587.00	19,449.33
152,110	12,675.83	16,901.11	156,674	13,056.17	17,408.22	166,075	13,839.58	18,452.78	170,775	14,231.25	18,975.00	175,475	14,622.92	19,497.22
153,660	12,805.00	17,073.33	158,270	13,189.17	17,585.56	167,767	13,980.58	18,640.78	172,515	14,376.25	19,168.33	177,263	14,771.92	19,695.89
155,031	12,919.25	17,225.67	159,682	13,306.83	17,742.44	169,263	14,105.25	18,807.00	174,054	14,504.50	19,339.33	178,844	14,903.67	19,871.56
155,531	12,960.92	17,281.22	160,197	13,349.75	17,799.67	169,809	14,150.75	18,867.67	174,615	14,551.25	19,401.67	179,421	14,951.75	19,935.67
155,913	12,992.75	17,323.67	160,591	13,382.58	17,843.44	170,227	14,185.58	18,914.11	175,045	14,587.08	19,449.44	179,862	14,988.50	19,984.67
158,906	13,242.17	17,656.22	163,674	13,639.50	18,186.00	173,495	14,457.92	19,277.22	178,405	14,867.08	19,822.78	183,315	15,276.25	20,368.33
159,419	13,284.92	17,713.22	164,202	13,683.50	18,244.67	174,055	14,504.58	19,339.44	178,981	14,915.08	19,886.78	183,907	15,325.58	20,434.11
159,812	13,317.67	17,756.89	164,607	13,717.25	18,289.67	174,484	14,540.33	19,387.11	179,422	14,951.83	19,935.78	184,360	15,363.33	20,484.44
162,880	13,573.33	18,097.78	167,767	13,980.58	18,640.78	177,834	14,819.50	19,759.33	182,867	15,238.92	20,318.56	187,900	15,658.33	20,877.78
163,403	13,616.92	18,155.89	168,306	14,025.50	18,700.67	178,405	14,867.08	19,822.78	183,454	15,287.83	20,383.78	188,503	15,708.58	20,944.78
163,806	13,650.50	18,200.67	168,721	14,060.08	18,746.78	178,845	14,903.75	19,871.67	183,906	15,325.50	20,434.00	188,968	15,747.33	20,996.44
167,490	13,957.50	18,610.00	172,515	14,376.25	19,168.33	182,866	15,238.83	20,318.44	188,042	15,670.17	20,893.56	193,217	16,101.42	21,468.56
167,900	13,991.67	18,655.56	172,937	14,411.42	19,215.22	183,314	15,276.17	20,368.22	188,502	15,708.50	20,944.67	193,690	16,140.83	21,521.11
172,099	14,341.58	19,122.11	177,262	14,771.83	19,695.78	187,898	15,658.17	20,877.56	193,216	16,101.33	21,468.44	198,534	16,544.50	22,059.33

**PROFESSIONAL RESEARCH SERIES
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/15</u>		<u>Adjusted Scale 7/1/16</u>		
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
ASSISTANT RESEARCHER (e.g.,3220, 3190)	I	2	67,800	5,650.00	68,900	5,741.67	33.00
	II	2	71,900	5,991.67	73,000	6,083.33	34.97
	III	2	75,800	6,316.67	77,000	6,416.67	36.88
	IV	2	80,200	6,683.33	81,500	6,791.67	39.04
	V	2	84,100	7,008.33	85,400	7,116.67	40.91
	VI	2	88,200	7,350.00	89,600	7,466.67	42.92
ASSOCIATE RESEARCHER (e.g.,3210, 3180)	I	2	84,200	7,016.67	85,500	7,125.00	40.95
	II	2	88,300	7,358.33	89,700	7,475.00	42.96
	III	2	93,200	7,766.67	94,600	7,883.33	45.31
	IV	3	99,000	8,250.00	100,500	8,375.00	48.14
	V	3	106,700	8,891.67	108,400	9,033.33	51.92
RESEARCHER (e.g.,3200, 3170)	I	3	99,100	8,258.33	100,600	8,383.33	48.19
	II	3	106,800	8,900.00	108,500	9,041.67	51.97
	III	3	114,500	9,541.67	116,300	9,691.67	55.70
	IV	3	122,800	10,233.33	124,700	10,391.67	59.73
	V	--	131,600	10,966.67	133,600	11,133.33	63.99
	VI	--	142,500	11,875.00	144,700	12,058.33	69.31
	VII	--	154,200	12,850.00	156,600	13,050.00	75.00
	VIII	--	167,000	13,916.67	169,600	14,133.33	81.23
	IX	--	180,900	15,075.00	183,700	15,308.33	87.98

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

**PROFESSIONAL RESEARCH SERIES - BUSINESS/ECONOMICS/ENGINEERING/ICS SCALES
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	<u>Adjusted Scale</u> 7/1/2015		<u>Adjusted Scale</u> 7/1/2016		
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
ASSISTANT RESEARCHER (e.g.,1989, 1999)	I	2	90,300	7,525.00	91,700	7,641.67	43.92
	II	2	95,000	7,916.67	96,500	8,041.67	46.22
	III	2	99,700	8,308.33	101,200	8,433.33	48.47
	IV	2	105,100	8,758.33	106,700	8,891.67	51.11
	V	2	109,500	9,125.00	111,200	9,266.67	53.26
	VI	2	113,500	9,458.33	115,300	9,608.33	55.23
ASSOCIATE RESEARCHER (e.g.,1988, 1998)	I	2	109,600	9,133.33	111,300	9,275.00	53.31
	II	2	113,600	9,466.67	115,400	9,616.67	55.27
	III	2	118,000	9,833.33	119,800	9,983.33	57.38
	IV	3	121,700	10,141.67	123,600	10,300.00	59.20
	V	3	125,100	10,425.00	127,000	10,583.33	60.83
RESEARCHER (e.g.,1987, 1997)	I	3	121,800	10,150.00	123,700	10,308.33	59.25
	II	3	125,400	10,450.00	127,300	10,608.33	60.97
	III	3	132,500	11,041.67	134,500	11,208.33	64.42
	IV	3	140,200	11,683.33	142,400	11,866.67	68.20
	V	--	148,700	12,391.67	151,000	12,583.33	72.32
	VI	--	159,900	13,325.00	162,300	13,525.00	77.73
	VII	--	171,300	14,275.00	173,900	14,491.67	83.29
	VIII	--	183,400	15,283.33	186,200	15,516.67	89.18
	IX	--	198,200	16,516.67	201,200	16,766.67	96.37

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

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

<u>Rank</u>	<u>Years at</u>		<u>Adjusted Scale</u> <u>7/1/2015</u>		<u>Adjusted Scale</u> <u>7/1/2016</u>		
	<u>Step</u>	<u>Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
ASSISTANT PROJECT SCIENTIST (3394, 3494)	I	2	53,900	4,491.67	54,800	4,566.67	26.25
	II	2	57,000	4,750.00	57,900	4,825.00	27.73
	III	2	59,900	4,991.67	60,800	5,066.67	29.12
	IV	2	63,300	5,275.00	64,300	5,358.33	30.80
	V	2	66,500	5,541.67	67,500	5,625.00	32.33
	VI	2	69,800	5,816.67	70,900	5,908.33	33.96
ASSOCIATE PROJECT SCIENTIST (3392, 3492)	I	2	66,700	5,558.33	67,800	5,650.00	32.48
	II	2	69,900	5,825.00	71,000	5,916.67	34.01
	III	2	74,000	6,166.67	75,200	6,266.67	36.02
	IV	3	78,600	6,550.00	79,800	6,650.00	38.22
	V	3	84,300	7,025.00	85,600	7,133.33	41.00
PROJECT SCIENTIST (3390, 3490)	I	3	78,700	6,558.33	79,900	6,658.33	38.27
	II	3	84,400	7,033.33	85,700	7,141.67	41.05
	III	3	91,600	7,633.33	93,000	7,750.00	44.55
	IV	3	99,400	8,283.33	100,900	8,408.33	48.33
	V	--	107,600	8,966.67	109,300	9,108.33	52.35
	VI	--	116,900	9,741.67	118,700	9,891.67	56.85
	VII	--	126,900	10,575.00	128,900	10,741.67	61.74
	VIII	--	137,400	11,450.00	139,500	11,625.00	66.82
	IX	--	149,200	12,433.33	151,500	12,625.00	72.56

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

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/16</u>		
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
ASSISTANT PROJECT SCIENTIST (3395, 3495)	I	2	71,600	5,966.67	72,700	6,058.33	34.82
	II	2	75,300	6,275.00	76,500	6,375.00	36.64
	III	2	79,200	6,600.00	80,400	6,700.00	38.51
	IV	2	82,800	6,900.00	84,100	7,008.33	40.28
	V	2	86,600	7,216.67	87,900	7,325.00	42.10
	VI	2	89,900	7,491.67	91,300	7,608.33	43.73
ASSOCIATE PROJECT SCIENTIST (3393, 3493)	I	2	86,700	7,225.00	88,100	7,341.67	42.20
	II	2	90,000	7,500.00	91,400	7,616.67	43.78
	III	2	93,500	7,791.67	95,000	7,916.67	45.50
	IV	3	96,200	8,016.67	97,700	8,141.67	46.80
	V	3	99,500	8,291.67	101,000	8,416.67	48.38
PROJECT SCIENTIST (3391, 3491)	I	3	96,300	8,025.00	97,800	8,150.00	46.84
	II	3	99,600	8,300.00	101,100	8,425.00	48.42
	III	3	105,600	8,800.00	107,200	8,933.33	51.35
	IV	3	113,400	9,450.00	115,200	9,600.00	55.18
	V	--	121,900	10,158.33	123,800	10,316.67	59.30
	VI	--	131,300	10,941.67	133,300	11,108.33	63.85
	VII	--	140,500	11,708.33	142,700	11,891.67	68.35
	VIII	--	150,400	12,533.33	152,700	12,725.00	73.14
	IX	--	163,500	13,625.00	166,000	13,833.33	79.51

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

Postdoctoral Scholar Experienced-Based Salary/Stipend Minimum Fiscal Year

Appointment Step for Postdoctoral Scholar Experience Level	Minimum Salary/Stipend Rates Paid for Experience Level 2/1/16		Minimum Salary/Stipend Rates Paid for Experience Level 12/1/16 12/4/16		
	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
Level 0 (0 - 11 months)	\$43,692	\$3,641.00	\$48,216	\$4,018.00	23.10
Level 1 (12 - 23 months)	\$45,444	\$3,787.00	\$50,316	\$4,193.00	24.10
Level 2 (24 - 35 months)	\$47,268	\$3,939.00	\$52,140	\$4,345.00	24.98
Level 3 (36 - 47 months)	\$49,152	\$4,096.00	\$54,228	\$4,519.00	25.98
Level 4 (48 - 59 months)	\$51,120	\$4,260.00	\$56,400	\$4,700.00	27.02
Level 5 (60 - 71 months)*	\$53,160	\$4,430.00	\$58,560	\$4,880.00	28.05

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

**SPECIALIST SERIES
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/2016</u>		<u>Adjusted Scale 11/20/2016</u>		
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
JUNIOR SPECIALIST (3329)	I	1	36,984	3,082.00	37,548	3,129.00	--	--	17.99
	II	1	39,444	3,287.00	40,044	3,337.00	--	--	19.18
ASSISTANT SPECIALIST (3320, 3321)	I	2	42,780	3,565.00	43,428	3,619.00	47,484	3,957.00	22.75
	II	2	45,576	3,798.00	46,260	3,855.00	48,492	4,041.00	23.23
	III	2	48,768	4,064.00	49,500	4,125.00	49,500	4,125.00	23.71
ASSOCIATE SPECIALIST (3310, 3311)	I	2	53,124	4,427.00	53,928	4,494.00	53,928	4,494.00	25.83
	II	2	56,808	4,734.00	57,672	4,806.00	57,672	4,806.00	27.63
	III	2	60,924	5,077.00	61,848	5,154.00	61,848	5,154.00	29.63
	IV	2*	63,960	5,330.00	64,920	5,410.00	64,920	5,410.00	31.10
SPECIALIST (3300, 3301)	I	3	68,676	5,723.00	69,708	5,809.00	69,708	5,809.00	33.39
	II	3	75,516	6,293.00	76,656	6,388.00	76,656	6,388.00	36.72
	III	3*	84,432	7,036.00	85,704	7,142.00	85,704	7,142.00	41.05
	IV	3*	94,812	7,901.00	96,240	8,020.00	96,240	8,020.00	46.10
	V	4*	105,132	8,761.00	106,716	8,893.00	106,716	8,893.00	51.11

* Applies to reviews and appointments on or after July 1, 2015; Reviews and appointments prior to July 1, 2015 may be reviewed in their fifth year or come up for review with the new normal period of service.

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

Scale 10/01/2015			Scale 10/01/2016	
<u>ANNUAL</u>	<u>1/9TH</u>		<u>ANNUAL</u>	<u>1/9TH</u>
40,400	4,488.89		42,016	4,668.44
41,185	4,576.11		42,833	4,759.22
42,120	4,680.00		43,805	4,867.22
43,039	4,782.11		44,761	4,973.44
43,923	4,880.33		45,680	5,075.56
44,910	4,990.00		46,707	5,189.67
45,949	5,105.44		47,787	5,309.67
46,830	5,203.33		48,704	5,411.56
47,891	5,321.22		49,807	5,534.11
 Scale 10/01/2015			 Scale 10/01/2016	
Acad. Year (9 mo.) Range 40,400 - 47,891			Acad. Year (9 mo.) Range 42,016 - 49,807	

*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.

**This title is available only to registered graduate students or, with respect to the summer term, to individuals who were registered graduate students during the preceding academic year. Rates for Associate apply to titles covered by a Memorandum of Understanding and to non-represented titles.

STUDENT TITLES

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

	Scale 10/01/2015			Scale 10/01/2016		
	<u>Hourly</u>			<u>Hourly</u>		
READER (2850, 2851)						
 Holders of baccalaureate		14.73			15.32	
 Undergraduate Students		14.00			14.56	
TUTOR (2860, 2861)						
 Holders of baccalaureate		19.82			20.62	
 Undergraduate Students		14.73			15.32	
	<u>Annual</u>	<u>Monthly*</u>	<u>Quarterly</u>	<u>Annual</u>	<u>Monthly*</u>	<u>Quarterly</u>
TEACHING ASSISTANT						
 GSHIP-9 mo. (2310)	38,559	4,284.33	12,852.99	40,102	4,455.78	13,367.33
 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.

**Rates for Readers, Tutors, and Teaching Assistants apply to both represented and non-represented employees in these titles. An example of a non-represented employee is a Teaching Assistant whose work takes place primarily outside of California.

**GRADUATE STUDENT RESEARCHER
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Adjusted Scale 10/1/15</u>			<u>Adjusted Scale 10/1/16</u>		
		<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>
GRADUATE STUDENT RESEARCHER (3284, 3282, 3266)	I	36,492	3,041.00	17.48	37,956	3,163.00	18.18
	II	39,324	3,277.00	18.83	40,908	3,409.00	19.59
	III	43,620	3,635.00	20.89	45,372	3,781.00	21.73
	IV	47,112	3,926.00	22.56	49,008	4,084.00	23.47
	V	50,244	4,187.00	24.06	52,260	4,355.00	25.03
	VI	52,584	4,382.00	25.18	54,696	4,558.00	26.20
	VII	56,796	4,733.00	27.20	59,076	4,923.00	28.29
	VIII	61,320	5,110.00	29.37	63,780	5,315.00	30.55
	IX	66,240	5,520.00	31.72	68,892	5,741.00	32.99
	X	71,520	5,960.00	34.25	74,388	6,199.00	35.63
GRADUATE STUDENT ASSISTANT RESEARCHER (3274, 3273)	I	36,492	3,041.00	17.48	37,956	3,163.00	18.18
	II	41,676	3,473.00	19.96	43,344	3,612.00	20.76

**LIBRARIAN SERIES - REPRESENTED*/NON-REPRESENTED
FISCAL YEAR RATES**

Assistant Librarian 7/1/14		Associate Librarian 7/1/14		Librarian 7/1/14		Assistant Librarian 7/1/16**		Associate Librarian 7/1/16**		Librarian 7/1/16**	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
47,722	3,976.83	53,116	4,426.33	73,238	6,103.17	48,438	4036.50	53,913	4492.75	74,337	6194.75
49,010	4,084.17	54,550	4,545.83	75,215	6,267.92	49,746	4145.50	55,369	4614.08	76,344	6362.00
50,334	4,194.50	56,023	4,668.58	77,246	6,437.17	51,090	4257.50	56,864	4738.67	78,405	6533.75
51,693	4,307.75	57,536	4,794.67	79,332	6,611.00	52,469	4372.42	58,400	4866.67	80,522	6710.17
53,088	4,424.00	59,089	4,924.08	81,474	6,789.50	53,885	4490.42	59,976	4998.00	82,697	6891.42
54,521	4,543.42	60,684	5,057.00	83,674	6,972.83	55,339	4611.58	61,595	5132.92	84,930	7077.50
55,993	4,666.08	62,323	5,193.58	85,933	7,161.08	56,833	4736.08	63,258	5271.50	87,222	7268.50
57,505	4,792.08	64,006	5,333.83	88,253	7,354.42	58,368	4864.00	64,967	5413.92	89,577	7464.75
59,057	4,921.42	65,734	5,477.83	90,636	7,553.00	59,943	4995.25	66,721	5560.08	91,996	7666.33
-	-	67,509	5,625.75	93,083	7,756.92	-	-	68,522	5710.17	94,480	7873.33
-	-	69,331	5,777.58	95,596	7,966.33	-	-	70,371	5864.25	97,030	8085.83
-	-	71,203	5,933.58	98,177	8,181.42	-	-	72,272	6022.67	99,650	8304.17
-	-	73,126	6,093.83	100,828	8,402.33	-	-	74,223	6185.25	102,341	8528.42
-	-	75,100	6,258.33	103,551	8,629.25	-	-	76,227	6352.25	105,105	8758.75
-	-	77,128	6,427.33	106,346	8,862.17	-	-	78,285	6523.75	107,942	8995.17
-	-	79,211	6,600.92	109,218	9,101.50	-	-	80,400	6700.00	110,857	9238.08
-	-	81,349	6,779.08	112,167	9,347.25	-	-	82,570	6880.83	113,850	9487.50
-	-	83,546	6,962.17	115,195	9,599.58	-	-	84,800	7066.67	116,923	9743.58
-	-	-	-	116,220	9,685.00	-	-	-	-	117,964	9830.33

To calculate the Non-Exempt Hourly Rate, divide the Annual Salary by 2088 and round **UP** to the next cent.

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

** In accordance to the union contract, the salary scale is effective on 1/1/2017 for Represented Librarians.

**ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS
FISCAL YEAR**

<u>Rank</u>	<u>Adjusted Scale 7/1/15</u>		<u>Adjusted Scale 7/1/16</u>		<u>Non-Exempt Hourly</u>
	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	
ASSISTANT UNIVERSITY LIBRARIAN	88,700 - 159,900	7,391.67 - 13,325.00	90,100 - 162,300	7,508.33 - 13,525.00	43.16 - 77.73
ASSOCIATE UNIVERSITY LIBRARIAN	97,600 - 175,800	8,133.33 - 14,650.00	99,100 - 178,500	8,258.33 - 14,875.00	47.47 - 85.49

**ACADEMIC ADMINISTRATOR SERIES
FISCAL YEAR SALARY RANGES**

Rank	Level	Adjusted Scale 7/1/2015		Adjusted Scale 7/1/16		Non-Exempt Hourly
		Annual Range	Monthly Range	Annual Range	Monthly Range	
ACADEMIC ADMIN (1061)	I	50,652 - 70,104	4,221 - 5,842	51,420 - 71,160	4,285 - 5,930	24.63 - 34.09
ACADEMIC ADMIN (1062)	II	56,808 - 78,996	4,734 - 6,583	57,672 - 80,184	4,806 - 6,682	27.63 - 38.41
ACADEMIC ADMIN (1063)	III	63,960 - 88,824	5,330 - 7,402	64,920 - 90,168	5,410 - 7,514	31.10 - 43.19
ACADEMIC ADMIN (1064)	IV	71,544 - 98,196	5,962 - 8,183	72,624 - 99,672	6,052 - 8,306	34.79 - 47.74
ACADEMIC ADMIN (1065)	V	81,036 - 109,968	6,753 - 9,164	82,260 - 111,624	6,855 - 9,302	39.40 - 53.46
ACADEMIC ADMIN (1066)	VI	90,816 - 124,596	7,568 - 10,383	92,184 - 126,468	7,682 - 10,539	44.15 - 60.57
ACADEMIC ADMIN (1067)	VII	100,140 - 140,628	8,345 - 11,719	101,652 - 142,740	8,471 - 11,895	48.69 - 68.37

For salary levels within range, see Academic Standard Table of Pay Rates, (pages 46-48).

ACADEMIC COORDINATOR TITLES

ACADEMIC YEAR RATES

Level I

<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/2016</u>		
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
1	2	42,780	3,565.00	43,428	3,619.00	20.80
2	2	44,784	3,732.00	45,456	3,788.00	21.78
3	2	46,632	3,886.00	47,340	3,945.00	22.68
4	2	48,768	4,064.00	49,500	4,125.00	23.71
5	2	50,652	4,221.00	51,420	4,285.00	24.63
6	2	53,124	4,427.00	53,928	4,494.00	25.83
7	2	55,608	4,634.00	56,448	4,704.00	27.04
8	2	58,152	4,846.00	59,028	4,919.00	28.28
9	2	60,924	5,077.00	61,848	5,154.00	29.63
10	2	63,960	5,330.00	64,920	5,410.00	31.10
11	2	67,092	5,591.00	68,100	5,675.00	32.62
12	2	70,104	5,842.00	71,160	5,930.00	34.09
13	2	73,560	6,130.00	74,664	6,222.00	35.76
14	2	77,004	6,417.00	78,168	6,514.00	37.44
15	--	81,036	6,753.00	82,260	6,855.00	39.40

Level II

<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/2016</u>		
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
1	2	55,608	4,634.00	56,448	4,704.00	27.04
2	2	58,152	4,846.00	59,028	4,919.00	28.28
3	2	60,924	5,077.00	61,848	5,154.00	29.63
4	2	63,960	5,330.00	64,920	5,410.00	31.10
5	2	67,092	5,591.00	68,100	5,675.00	32.62
6	2	70,104	5,842.00	71,160	5,930.00	34.09
7	2	73,560	6,130.00	74,664	6,222.00	35.76
8	2	77,004	6,417.00	78,168	6,514.00	37.44
9	2	81,036	6,753.00	82,260	6,855.00	39.40
10	2	84,432	7,036.00	85,704	7,142.00	41.05
11	2	88,824	7,402.00	90,168	7,514.00	43.19
12	2	92,832	7,736.00	94,236	7,853.00	45.14
13	2	97,260	8,105.00	98,724	8,227.00	47.29
14	2	102,600	8,550.00	104,148	8,679.00	49.88
15	--	107,544	8,962.00	109,164	9,097.00	52.29

**ACADEMIC COORDINATOR TITLES
ACADEMIC YEAR RATES**

Level III

<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/2016</u>		
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
1	3	70,104	5,842.00	71,160	5,930.00	34.09
2	3	75,516	6,293.00	76,656	6,388.00	36.72
3	3	81,036	6,753.00	82,260	6,855.00	39.40
4	3	86,400	7,200.00	87,696	7,308.00	42.00
5	3	92,832	7,736.00	94,236	7,853.00	45.14
6	3	100,140	8,345.00	101,652	8,471.00	48.69
7	3	107,544	8,962.00	109,164	9,097.00	52.29
8	3	115,920	9,660.00	117,660	9,805.00	56.36
9	--	124,596	10,383.00	126,468	10,539.00	60.57

**ACADEMIC COORDINATOR TITLES
FISCAL YEAR RATES**

Level I

<u>Step</u>	<u>at Step</u>	Adjusted Scale		Adjusted Scale		
		7/1/2015		7/1/2016		
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
1	2	48,768	4,064.00	49,500	4,125.00	23.71
2	2	50,652	4,221.00	51,420	4,285.00	24.63
3	2	53,124	4,427.00	53,928	4,494.00	25.83
4	2	55,608	4,634.00	56,448	4,704.00	27.04
5	2	58,152	4,846.00	59,028	4,919.00	28.28
6	2	60,924	5,077.00	61,848	5,154.00	29.63
7	2	63,960	5,330.00	64,920	5,410.00	31.10
8	2	67,092	5,591.00	68,100	5,675.00	32.62
9	2	70,104	5,842.00	71,160	5,930.00	34.09
10	2	73,560	6,130.00	74,664	6,222.00	35.76
11	2	77,004	6,417.00	78,168	6,514.00	37.44
12	2	81,036	6,753.00	82,260	6,855.00	39.40
13	2	84,432	7,036.00	85,704	7,142.00	41.05
14	2	88,824	7,402.00	90,168	7,514.00	43.19
15	--	92,832	7,736.00	94,236	7,853.00	45.14

Level II

<u>Step</u>	<u>at Step</u>	Adjusted Scale		Adjusted Scale		
		7/1/2015		7/1/2016		
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
1	2	63,960	5,330.00	64,920	5,410.00	31.10
2	2	67,092	5,591.00	68,100	5,675.00	32.62
3	2	70,104	5,842.00	71,160	5,930.00	34.09
4	2	73,560	6,130.00	74,664	6,222.00	35.76
5	2	77,004	6,417.00	78,168	6,514.00	37.44
6	2	81,036	6,753.00	82,260	6,855.00	39.40
7	2	84,432	7,036.00	85,704	7,142.00	41.05
8	2	88,824	7,402.00	90,168	7,514.00	43.19
9	2	92,832	7,736.00	94,236	7,853.00	45.14
10	2	97,260	8,105.00	98,724	8,227.00	47.29
11	2	102,600	8,550.00	104,148	8,679.00	49.88
12	2	107,544	8,962.00	109,164	9,097.00	52.29
13	2	112,872	9,406.00	114,576	9,548.00	54.88
14	2	118,716	9,893.00	120,504	10,042.00	57.72
15	--	124,596	10,383.00	126,468	10,539.00	60.57

**ACADEMIC COORDINATOR TITLES
FISCAL YEAR RATES**

Level III

<u>Step</u>	<u>at Step</u>	Adjusted Scale 7/1/2015		Adjusted Scale 7/1/2016		
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
1	3	81,036	6,753.00	82,260	6,855.00	39.40
2	3	86,400	7,200.00	87,696	7,308.00	42.00
3	3	92,832	7,736.00	94,236	7,853.00	45.14
4	3	100,140	8,345.00	101,652	8,471.00	48.69
5	3	107,544	8,962.00	109,164	9,097.00	52.29
6	3	115,920	9,660.00	117,660	9,805.00	56.36
7	3	124,596	10,383.00	126,468	10,539.00	60.57
8	3	133,944	11,162.00	135,960	11,330.00	65.12
9	--	144,012	12,001.00	146,184	12,182.00	70.02

**CONTINUING EDUCATOR
FISCAL YEAR SALARY RANGES**

Rank	Level	Adjusted Scale 7/1/2015		Adjusted Scale 7/1/2016	
		Annual Range	Monthly Range	Annual Range	Monthly Range
CONTINUING EDUCATOR (3520)	I	47,784 - 86,400	3,982 - 7,200	48,504 - 87,696	4,042 - 7,308
CONTINUING EDUCATOR (3521)	II	58,152 - 102,600	4,846 - 8,550	59,028 - 104,148	4,919 - 8,679
CONTINUING EDUCATOR (3522)	III	70,104 - 144,012	5,842 - 12,001	71,160 - 146,184	5,930 - 12,182

For salary levels within range, see Academic Standard Table of Pay Rates, (pages 44-46).

ACADEMIC STANDARD TABLE OF PAY RATES

Adjusted Scale 7/1/15			Adjusted Scale 7/1/16			
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>	<u>Non-Exempt Hourly</u>
32,856	2,738.00	3,650.67	33,360	2,780.00	3,706.67	15.98
33,540	2,795.00	3,726.67	34,044	2,837.00	3,782.67	16.31
34,356	2,863.00	3,817.33	34,872	2,906.00	3,874.67	16.71
34,728	2,894.00	3,858.67	35,256	2,938.00	3,917.33	16.89
35,472	2,956.00	3,941.33	36,012	3,001.00	4,001.33	17.25
36,168	3,014.00	4,018.67	36,720	3,060.00	4,080.00	17.59
36,984	3,082.00	4,109.33	37,548	3,129.00	4,172.00	17.99
37,788	3,149.00	4,198.67	38,364	3,197.00	4,262.67	18.38
38,544	3,212.00	4,282.67	39,132	3,261.00	4,348.00	18.75
39,444	3,287.00	4,382.67	40,044	3,337.00	4,449.33	19.18
40,128	3,344.00	4,458.67	40,740	3,395.00	4,526.67	19.52
40,908	3,409.00	4,545.33	41,532	3,461.00	4,614.67	19.90
41,832	3,486.00	4,648.00	42,468	3,539.00	4,718.67	20.34
42,780	3,565.00	4,753.33	43,428	3,619.00	4,825.33	20.80
43,764	3,647.00	4,862.67	44,424	3,702.00	4,936.00	21.28
44,784	3,732.00	4,976.00	45,456	3,788.00	5,050.67	21.78
45,576	3,798.00	5,064.00	46,260	3,855.00	5,140.00	22.16
46,632	3,886.00	5,181.33	47,340	3,945.00	5,260.00	22.68
47,784	3,982.00	5,309.33	48,504	4,042.00	5,389.33	23.23
48,768	4,064.00	5,418.67	49,500	4,125.00	5,500.00	23.71
49,452	4,121.00	5,494.67	50,196	4,183.00	5,577.33	24.05
50,652	4,221.00	5,628.00	51,420	4,285.00	5,713.33	24.63
51,792	4,316.00	5,754.67	52,572	4,381.00	5,841.33	25.18
53,124	4,427.00	5,902.67	53,928	4,494.00	5,992.00	25.83

ACADEMIC STANDARD TABLE OF PAY RATES

Adjusted Scale			Adjusted Scale			
Annual	7/1/15 Monthly	1/9 Mo	Annual	Monthly	1/9 Mo	Non-Exempt Hourly
54,324	4,527.00	6,036.00	55,140	4,595.00	6,126.67	26.41
55,608	4,634.00	6,178.67	56,448	4,704.00	6,272.00	27.04
56,808	4,734.00	6,312.00	57,672	4,806.00	6,408.00	27.63
58,152	4,846.00	6,461.33	59,028	4,919.00	6,558.67	28.28
59,508	4,959.00	6,612.00	60,408	5,034.00	6,712.00	28.94
60,924	5,077.00	6,769.33	61,848	5,154.00	6,872.00	29.63
62,448	5,204.00	6,938.67	63,396	5,283.00	7,044.00	30.37
63,960	5,330.00	7,106.67	64,920	5,410.00	7,213.33	31.10
65,652	5,471.00	7,294.67	66,648	5,554.00	7,405.33	31.92
67,092	5,591.00	7,454.67	68,100	5,675.00	7,566.67	32.62
68,676	5,723.00	7,630.67	69,708	5,809.00	7,745.33	33.39
70,104	5,842.00	7,789.33	71,160	5,930.00	7,906.67	34.09
71,544	5,962.00	7,949.33	72,624	6,052.00	8,069.33	34.79
73,560	6,130.00	8,173.33	74,664	6,222.00	8,296.00	35.76
75,516	6,293.00	8,390.67	76,656	6,388.00	8,517.33	36.72
77,004	6,417.00	8,556.00	78,168	6,514.00	8,685.33	37.44
78,996	6,583.00	8,777.33	80,184	6,682.00	8,909.33	38.41
81,036	6,753.00	9,004.00	82,260	6,855.00	9,140.00	39.40
82,872	6,906.00	9,208.00	84,120	7,010.00	9,346.67	40.29
84,432	7,036.00	9,381.33	85,704	7,142.00	9,522.67	41.05
86,400	7,200.00	9,600.00	87,696	7,308.00	9,744.00	42.00
88,824	7,402.00	9,869.33	90,168	7,514.00	10,018.67	43.19
90,816	7,568.00	10,090.67	92,184	7,682.00	10,242.67	44.15
92,832	7,736.00	10,314.67	94,236	7,853.00	10,470.67	45.14

ACADEMIC STANDARD TABLE OF PAY RATES

Adjusted Scale			Adjusted Scale			
<u>Annual</u>	7/1/15		<u>Annual</u>	7/1/16		
	<u>Monthly</u>	<u>1/9 Mo</u>		<u>Monthly</u>	<u>1/9 Mo</u>	<u>Non-Exempt Hourly</u>
94,812	7,901.00	10,534.67	96,240	8,020.00	10,693.33	46.10
97,260	8,105.00	10,806.67	98,724	8,227.00	10,969.33	47.29
98,196	8,183.00	10,910.67	99,672	8,306.00	11,074.67	47.74
100,140	8,345.00	11,126.67	101,652	8,471.00	11,294.67	48.69
102,600	8,550.00	11,400.00	104,148	8,679.00	11,572.00	49.88
105,132	8,761.00	11,681.33	106,716	8,893.00	11,857.33	51.11
107,544	8,962.00	11,949.33	109,164	9,097.00	12,129.33	52.29
109,968	9,164.00	12,218.67	111,624	9,302.00	12,402.67	53.46
112,872	9,406.00	12,541.33	114,576	9,548.00	12,730.67	54.88
115,920	9,660.00	12,880.00	117,660	9,805.00	13,073.33	56.36
118,716	9,893.00	13,190.67	120,504	10,042.00	13,389.33	57.72
121,548	10,129.00	13,505.33	123,372	10,281.00	13,708.00	59.09
124,596	10,383.00	13,844.00	126,468	10,539.00	14,052.00	60.57
127,608	10,634.00	14,178.67	129,528	10,794.00	14,392.00	62.04
130,788	10,899.00	14,532.00	132,756	11,063.00	14,750.67	63.59
133,944	11,162.00	14,882.67	135,960	11,330.00	15,106.67	65.12
137,256	11,438.00	15,250.67	139,320	11,610.00	15,480.00	66.73
140,628	11,719.00	15,625.33	142,740	11,895.00	15,860.00	68.37
144,012	12,001.00	16,001.33	146,184	12,182.00	16,242.67	70.02

FACULTY RECRUITMENT ALLOWANCE

	Salary Scale 7/1/2015	Salary Scale 7/1/2016
MAXIMUM ALLOWABLE	64,700	66,700