

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

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2017</u>			<u>Adjusted Scale 7/1/2018</u>		
			<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly*</u>	<u>Annual</u>	<u>Monthly</u>	<u>Non-Exempt Hourly</u>
<b>ASSISTANT RESEARCHER (e.g.,1989, 1999)</b>	I	2	93,200	7,766.67	44.64	96,900	8,075.00	46.41
	II	2	98,000	8,166.67	46.94	101,900	8,491.67	48.80
	III	2	102,800	8,566.67	49.24	106,900	8,908.33	51.20
	IV	2	108,300	9,025.00	51.87	112,600	9,383.33	53.93
	V	2	113,000	9,416.67	54.12	117,500	9,791.67	56.27
	VI	2	117,100	9,758.33	56.09	121,800	10,150.00	58.33
<b>ASSOCIATE RESEARCHER (e.g.,1988, 1998)</b>	I	2	113,100	9,425.00	54.17	117,600	9,800.00	56.32
	II	2	117,200	9,766.67	56.14	121,900	10,158.33	58.38
	III	2	121,800	10,150.00	58.34	126,700	10,558.33	60.68
	IV	3	126,100	10,508.33	60.40	131,200	10,933.33	62.84
	V	3	130,800	10,900.00	62.65	136,000	11,333.33	65.13
<b>RESEARCHER (e.g.,1987, 1997)</b>	I	3	126,200	10,516.67	60.45	131,300	10,941.67	62.88
	II	3	130,900	10,908.33	62.70	136,100	11,341.67	65.18
	III	3	137,600	11,466.67	65.91	143,100	11,925.00	68.53
	IV	3	145,400	12,116.67	69.64	151,200	12,600.00	72.41
	V	--	153,700	12,808.33	73.62	159,800	13,316.67	76.53
	VI	--	164,800	13,733.33	78.93	171,400	14,283.33	82.09
	VII	--	176,700	14,725.00	84.63	183,800	15,316.67	88.03
	VIII	--	189,100	15,758.33	90.57	196,700	16,391.67	94.20
	IX	--	204,400	17,033.33	97.90	212,600	17,716.67	101.82

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

\*Effective 7/02/2017