

**TABLE 14  
PROFESSIONAL RESEARCH SERIES  
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale 10/1/07</u>		<u>Salary Scale Range 10/1/07</u>		<u>Salary Scale Range 10/1/08</u>			
			<u>WITH COLA</u>		<u>WITH COLA &amp; MARKET</u>		<u>Annual Range</u>		<u>Monthly Range</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>				
<b>Assistant Research</b>	I	2	57,500	4,791.67	57,500 - 61,700	4,791.67 - 5,141.67	57,500 - 61,700	4,791.67 - 5,141.67	57,500 - 61,700	4,791.67 - 5,141.67
	II	2	60,600	5,050.00	60,600 - 65,400	5,050.00 - 5,450.00	60,600 - 65,400	5,050.00 - 5,450.00	60,600 - 65,400	5,050.00 - 5,450.00
	III	2	63,900	5,325.00	63,900 - 69,000	5,325.00 - 5,750.00	63,900 - 69,000	5,325.00 - 5,750.00	63,900 - 69,000	5,325.00 - 5,750.00
	IV	2	67,400	5,616.67	67,400 - 73,000	5,616.67 - 6,083.33	67,400 - 73,000	5,616.67 - 6,083.33	67,400 - 73,000	5,616.67 - 6,083.33
	V	2	70,800	5,900.00	70,800 - 76,600	5,900.00 - 6,383.33	70,800 - 76,600	5,900.00 - 6,383.33	70,800 - 76,600	5,900.00 - 6,383.33
	VI	2	74,300	6,191.67	74,300 - 80,300	6,191.67 - 6,691.67	74,300 - 80,300	6,191.67 - 6,691.67	74,300 - 80,300	6,191.67 - 6,691.67
<b>Associate Research</b>	I	2	70,900	5,908.33	70,900 - 76,700	5,908.33 - 6,391.67	70,900 - 76,700	5,908.33 - 6,391.67	70,900 - 76,700	5,908.33 - 6,391.67
	II	2	74,400	6,200.00	74,400 - 80,400	6,200.00 - 6,700.00	74,400 - 80,400	6,200.00 - 6,700.00	74,400 - 80,400	6,200.00 - 6,700.00
	III	2	78,700	6,558.33	78,700 - 84,900	6,558.33 - 7,075.00	78,700 - 84,900	6,558.33 - 7,075.00	78,700 - 84,900	6,558.33 - 7,075.00
	IV	3	83,600	6,966.67	83,600 - 90,100	6,966.67 - 7,508.33	83,600 - 90,100	6,966.67 - 7,508.33	83,600 - 90,100	6,966.67 - 7,508.33
	V	3	89,700	7,475.00	89,700 - 97,100	7,475.00 - 8,091.67	89,700 - 97,100	7,475.00 - 8,091.67	89,700 - 97,100	7,475.00 - 8,091.67
<b>Research</b>	I	3	83,700	6,975.00	83,700 - 90,200	6,975.00 - 7,516.67	83,700 - 90,200	6,975.00 - 7,516.67	83,700 - 90,200	6,975.00 - 7,516.67
	II	3	89,800	7,483.33	89,800 - 97,200	7,483.33 - 8,100.00	89,800 - 97,200	7,483.33 - 8,100.00	89,800 - 97,200	7,483.33 - 8,100.00
	III	3	97,400	8,116.67	97,400 - 104,300	8,116.67 - 8,691.67	97,400 - 104,300	8,116.67 - 8,691.67	97,400 - 104,300	8,116.67 - 8,691.67
	IV	3	105,600	8,800.00	105,600 - 111,800	8,800.00 - 9,316.67	105,600 - 111,800	8,800.00 - 9,316.67	105,600 - 111,800	8,800.00 - 9,316.67
	V	--	114,500	9,541.67	114,500 - 119,800	9,541.67 - 9,983.33	114,500 - 119,800	9,541.67 - 9,983.33	114,500 - 119,800	9,541.67 - 9,983.33
	VI	--	124,300	10,358.33	124,300 - 129,700	10,358.33 - 10,808.33	124,300 - 129,700	10,358.33 - 10,808.33	124,300 - 129,700	10,358.33 - 10,808.33
	VII	--	134,900	11,241.67	134,900 - 140,400	11,241.67 - 11,700.00	134,900 - 140,400	11,241.67 - 11,700.00	134,900 - 140,400	11,241.67 - 11,700.00
	VIII	--	146,100	12,175.00	146,100 - 152,000	12,175.00 - 12,666.67	146,100 - 152,000	12,175.00 - 12,666.67	146,100 - 152,000	12,175.00 - 12,666.67
	IX	--	158,700	13,225.00	158,700 - 164,700	13,225.00 - 13,725.00	158,700 - 164,700	13,225.00 - 13,725.00	158,700 - 164,700	13,225.00 - 13,725.00

Comp Group A91