

**TABLE 11N
PROFESSIONAL RESEARCH SERIES - Non-exempt
ACADEMIC YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant Research	I	2	27.54	28.45
	II	2	29.22	30.18
	III	2	30.80	31.81
	IV	2	32.62	33.63
	V	2	34.15	35.30
	VI	2	35.88	36.98
Associate Research	I	2	34.20	35.35
	II	2	35.92	37.03
	III	2	37.94	39.13
	IV	3	40.28	41.48
	V	3	43.40	44.69
Research	I	3	40.33	41.58
	II	3	43.44	44.74
	III	3	46.60	48.04
	IV	3	49.91	51.49
	V	--	53.55	55.23
	VI	--	57.91	59.73
	VII	--	62.70	64.61
	VIII	--	67.87	69.93
	IX	--	73.52	75.87

Comp Group A20

**TABLE 12N
PROFESSIONAL RESEARCH SERIES - Non-exempt
ACADEMIC YEAR - 1/9TH**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant Research	I	2	36.72	37.94
	II	2	38.96	40.23
	III	2	41.07	42.41
	IV	2	43.49	44.83
	V	2	45.54	47.07
	VI	2	47.83	49.30
Associate Research	I	2	45.60	47.13
	II	2	47.90	49.37
	III	2	50.58	52.18
	IV	3	53.71	55.31
	V	3	57.86	59.58
Research	I	3	53.77	55.43
	II	3	57.92	59.65
	III	3	62.14	64.05
	IV	3	66.54	68.65
	V	--	71.40	73.63
	VI	--	77.21	79.63
	VII	--	83.59	86.15
	VIII	--	90.49	93.24
	IX	--	98.03	101.15

Comp Group A20

**TABLE 13N
PROFESSIONAL RESEARCH SERIES - Non-exempt
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant Research	I	2	31.95	33.00
	II	2	33.87	34.97
	III	2	35.78	36.88
	IV	2	37.84	39.04
	V	2	39.66	40.91
	VI	2	41.62	42.92
Associate Research	I	2	39.71	40.95
	II	2	41.67	42.96
	III	2	43.97	45.31
	IV	3	46.70	48.14
	V	3	50.29	51.92
Research	I	3	46.75	48.19
	II	3	50.34	51.97
	III	3	54.03	55.70
	IV	3	57.91	59.73
	V	--	62.12	63.99
	VI	--	67.20	69.31
	VII	--	72.75	75.00
	VIII	--	78.79	81.23
	IX	--	85.35	87.98

Comp Group A21

TABLE 14N
PROFESSIONAL RESEARCH SERIES--BUSINESS/ECONOMICS/ENGINEERING
Non-exempt
FISCAL YEAR

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant Research	I	2	42.58	43.92
	II	2	44.78	46.22
	III	2	46.99	48.47
	IV	2	49.53	51.11
	V	2	51.68	53.26
	VI	2	53.55	55.23
Associate Research	I	2	51.73	53.31
	II	2	53.60	55.27
	III	2	55.75	57.38
	IV	3	57.38	59.20
	V	3	59.10	60.83
Research	I	3	57.43	59.25
	II	3	59.15	60.97
	III	3	62.50	64.42
	IV	3	66.19	68.20
	V	--	70.07	72.32
	VI	--	75.44	77.73
	VII	--	80.85	83.29
	VIII	--	86.50	89.18
	IX	--	93.49	96.37

Comp Group A23

Table 23N
Non-Exempt Postdoctoral Scholar - Employee
Experience-Based Hourly Rate Minimum
Fiscal Year

Appointment Step for Postdoctoral Scholar Experience Level	Minimum Hourly Rate Paid for Experience Level
	<u>11/20/16</u>
Level 0 (0 - 11 months)	20.93
Level 1 (12 - 23 months)	21.77
Level 2 (24 - 35 months)	22.64
Level 3 (36 - 47 months)	23.55
Level 4 (48 - 59 months)	24.49
Level 5 (60 - 71 months)*	25.46

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

**TABLE 24N
SPECIALIST SERIES* - Non-exempt
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 11/20/16 Hourly</u>
Junior Specialist	I	1	17.99
	II	1	19.18
Assistant Specialist	I	2	22.75
	II	2	23.23
	III	2	23.71
Associate Specialist	I	2	25.83
	II	2	27.63
	III	2	29.63
	IV	--	31.10
Specialist	I	3	33.39
	II	3	36.72
	III	--	41.05
	IV	--	46.10
	V	--	51.11

Comp Group A42

*The Specialist in the Agricultural Experiment Station Series is also paid on the Specialist salary scale.

TABLE 26A(N)
NON-REPRESENTED LIBRARIAN SERIES - Non-exempt
FISCAL YEAR

Assistant Librarian	Associate Librarian	Librarian
11/20/16	11/20/16	11/20/16
<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>
23.20	25.83	35.61
23.83	26.52	36.57
24.47	27.24	37.56
25.13	27.97	38.57
25.81	28.73	39.61
26.51	29.50	40.68
27.22	30.30	41.78
27.96	31.12	42.91
28.71	31.96	44.06
-	32.82	45.25
-	33.71	46.48
-	34.62	47.73
-	35.55	49.02
-	36.51	50.34
-	37.50	51.70
-	38.51	53.10
-	39.55	54.53
-	40.62	56.00
-	-	56.50

Comp Group A47

TABLE 26B(N)
REPRESENTED LIBRARIAN SERIES* - Non-exempt
FISCAL YEAR

Assistant Librarian	Associate Librarian	Librarian
11/20/16	11/20/16	11/20/16
<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>
22.86	25.44	35.08
23.48	26.13	36.03
24.11	26.84	37.00
24.76	27.56	38.00
25.43	28.30	39.03
26.12	29.07	40.08
26.82	29.85	41.16
27.55	30.66	42.27
28.29	31.49	43.41
-	32.34	44.58
-	33.21	45.79
-	34.11	47.02
-	35.03	48.29
-	35.97	49.60
-	36.94	50.94
-	37.94	52.31
-	38.97	53.72
-	40.02	55.18
-	-	55.67

Comp Group A77

* 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 to the extent provided for in the MOU.

Table 27N
ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIAN
Non-exempt
FISCAL YEAR

Assistant University Librarian

Minimum Scale 11/20/16 <u>Hourly Range</u>	Adjusted Scale 11/20/16 <u>Hourly Range</u>
41.86 - 75.44	43.16 - 77.73

Associate University Librarian

Minimum Scale 11/20/16 <u>Hourly Range</u>	Adjusted Scale 11/20/16 <u>Hourly Range</u>
46.08 - 82.96	47.47 - 85.49

Comp Group A46

TABLE 28N
COOPERATIVE EXTENSION ADVISOR SERIES - Non-exempt
FISCAL YEAR

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant Advisor	I	2	24.19	25.05
	II	2	25.44	26.25
	III	2	26.68	27.50
	IV	2	28.41	29.27
	V	2	30.03	30.90
	VI	2	31.66	32.67
Associate Advisor	I	2	30.08	30.94
	II	2	31.71	32.72
	III	2	33.15	34.10
	IV	3	35.73	36.83
	V	3	38.32	39.47
Advisor	I	3	35.78	36.88
	II	3	38.37	39.52
	III	3	41.62	42.92
	IV	3	45.02	46.41
	V	--	48.19	49.67
	VI	--	52.26	53.84
	VII	--	57.05	58.87
	VIII	--	62.79	64.71
	IX	--	68.30	70.41

Comp Group A81

TABLE 29N
SPECIALIST IN COOPERATIVE EXTENSION SERIES - Non-exempt
FISCAL YEAR

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant Specialist	I	2	31.95	33.00
	II	2	33.87	34.97
	III	2	35.78	36.88
	IV	2	37.84	39.04
	V	2	39.66	40.91
	VI	2	41.62	42.92
Associate Specialist	I	2	39.71	40.95
	0	2	41.67	42.96
	III	2	43.97	45.31
	IV	3	46.70	48.14
	V	3	50.29	51.92
Specialist	I	3	46.75	48.19
	II	3	50.34	51.97
	III	3	54.03	55.70
	IV	3	57.91	59.73
	V	--	62.12	63.99
	VI	--	67.20	69.31
	VII	--	72.75	75.00
	VIII	--	78.79	81.23
	IX	--	85.35	87.98

Comp Group A84

TABLE 30N
COORDINATORS OF PUBLIC PROGRAMS - Non-exempt
FISCAL YEAR

<u>Rank</u>	<u>Years at Step</u>	Scale 11/20/16			
		1 <u>Hourly</u>	2 <u>Hourly</u>	3 <u>Hourly</u>	4 <u>Hourly</u>
I	1	22.75	22.90	23.04	23.76
II	1	24.19	25.24	25.87	26.78
III	1	27.45	28.84	29.65	30.61
IV	1	31.57	32.72	33.48	34.87
V	1	36.12	37.27	38.51	39.52
VI	1	41.00	42.44	43.78	45.31
VII	---	46.70	48.14	49.77	51.20
VIII	---	52.83	54.75	56.66	58.77

Comp Group A32

TABLE 34N
ACADEMIC ADMINISTRATOR I - Non-exempt
FISCAL YEAR

Minimum Scale 11/20/16	Adjusted Scale 11/20/16
<u>Hourly</u>	<u>Hourly</u>
23.92	24.63
24.44	25.18
25.08	25.83
25.63	26.41
26.24	27.04
26.81	27.63
27.45	28.28
28.09	28.94
28.75	29.63
29.48	30.37
30.18	31.10
30.98	31.92
31.67	32.62
32.41	33.39
33.09	34.09

Comp Group A42

TABLE 34N
ACADEMIC ADMINISTRATOR II - Non-exempt
FISCAL YEAR

Minimum Scale 11/20/16	Adjusted Scale 11/20/16
<u>Hourly</u>	<u>Hourly</u>
26.81	27.63
27.45	28.28
28.09	28.94
28.75	29.63
29.48	30.37
30.18	31.10
30.98	31.92
31.67	32.62
32.41	33.39
33.09	34.09
33.77	34.79
34.72	35.76
35.64	36.72
36.35	37.44
37.28	38.41

Comp Group A42

TABLE 34N
ACADEMIC ADMINISTRATOR III - Non-exempt
FISCAL YEAR

Minimum Scale 11/20/16	Adjusted Scale 11/20/16
<u>Hourly</u>	<u>Hourly</u>
30.18	31.10
30.98	31.92
31.67	32.62
32.41	33.39
33.09	34.09
33.77	34.79
34.72	35.76
35.64	36.72
36.35	37.44
37.28	38.41
38.25	39.40
39.11	40.29
39.85	41.05
40.78	42.00
41.92	43.19

Comp Group A42

TABLE 34N
ACADEMIC ADMINISTRATOR IV - Non-exempt
FISCAL YEAR

Minimum Scale 11/20/16	Adjusted Scale 11/20/16
<u>Hourly</u>	<u>Hourly</u>
33.77	34.79
34.72	35.76
35.64	36.72
36.35	37.44
37.28	38.41
38.25	39.40
39.11	40.29
39.85	41.05
40.78	42.00
41.92	43.19
42.87	44.15
43.82	45.14
44.75	46.10
45.91	47.29
46.34	47.74

Comp Group A42

TABLE 34N
ACADEMIC ADMINISTRATOR V - Non-exempt
FISCAL YEAR

Minimum Scale 11/20/16	Adjusted Scale 11/20/16
<u>Hourly</u>	<u>Hourly</u>
38.25	39.40
39.11	40.29
39.85	41.05
40.78	42.00
41.92	43.19
42.87	44.15
43.82	45.14
44.75	46.10
45.91	47.29
46.34	47.74
47.27	48.69
48.43	49.88
49.63	51.11
50.76	52.29
51.90	53.46

Comp Group A42

TABLE 34N
ACADEMIC ADMINISTRATOR VI - Non-exempt
FISCAL YEAR

Minimum Scale 11/20/16	Adjusted Scale 11/20/16
<u>Hourly</u>	<u>Hourly</u>
42.87	44.15
43.82	45.14
44.75	46.10
45.91	47.29
46.34	47.74
47.27	48.69
48.43	49.88
49.63	51.11
50.76	52.29
51.90	53.46
53.27	54.88
54.71	56.36
56.03	57.72
57.36	59.09
58.80	60.57

Comp Group A42

TABLE 34N
ACADEMIC ADMINISTRATOR VII - Non-exempt
FISCAL YEAR

Minimum Scale 11/20/16	Adjusted Scale 11/20/16
<u>Hourly</u>	<u>Hourly</u>
47.27	48.69
48.43	49.88
49.63	51.11
50.76	52.29
51.90	53.46
53.27	54.88
54.71	56.36
56.03	57.72
57.36	59.09
58.80	60.57
60.23	62.04
61.72	63.59
63.22	65.12
64.78	66.73
66.37	68.37

Comp Group A42

**TABLE 35N
ACADEMIC COORDINATOR I - Non-exempt
ACADEMIC YEAR**

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
1	2	20.19	20.80
2	2	21.14	21.78
3	2	22.01	22.68
4	2	23.02	23.71
5	2	23.92	24.63
6	2	25.08	25.83
7	2	26.24	27.04
8	2	27.45	28.28
9	2	28.75	29.63
10	2	30.18	31.10
11	2	31.67	32.62
12	2	33.09	34.09
13	2	34.72	35.76
14	2	36.35	37.44
15	--	38.25	39.40

Comp Group A42

**TABLE 35N
ACADEMIC COORDINATOR II - Non-exempt
ACADEMIC YEAR**

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
1	2	26.24	27.04
2	2	27.45	28.28
3	2	28.75	29.63
4	2	30.18	31.10
5	2	31.67	32.62
6	2	33.09	34.09
7	2	34.72	35.76
8	2	36.35	37.44
9	2	38.25	39.40
10	2	39.85	41.05
11	2	41.92	43.19
12	2	43.82	45.14
13	2	45.91	47.29
14	2	48.43	49.88
15	--	50.76	52.29

Comp Group A42

TABLE 35N
ACADEMIC COORDINATOR III - Non-exempt
ACADEMIC YEAR

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
1	3	33.09	34.09
2	3	35.64	36.72
3	3	38.25	39.40
4	3	40.78	42.00
5	3	43.82	45.14
6	3	47.27	48.69
7	3	50.76	52.29
8	3	54.71	56.36
9	--	58.80	60.57

Comp Group A42

**TABLE 36N
ACADEMIC COORDINATOR I - Non-exempt
FISCAL YEAR**

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale</u>	<u>Adjusted Scale</u>
		<u>11/20/16 Hourly</u>	<u>11/20/16 Hourly</u>
1	2	23.02	23.71
2	2	23.92	24.63
3	2	25.08	25.83
4	2	26.24	27.04
5	2	27.45	28.28
6	2	28.75	29.63
7	2	30.18	31.10
8	2	31.67	32.62
9	2	33.09	34.09
10	2	34.72	35.76
11	2	36.35	37.44
12	2	38.25	39.40
13	2	39.85	41.05
14	2	41.92	43.19
15	--	43.82	45.14

Comp Group A42

TABLE 36N
ACADEMIC COORDINATOR II - Non-exempt
FISCAL YEAR

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
1	2	30.18	31.10
2	2	31.67	32.62
3	2	33.09	34.09
4	2	34.72	35.76
5	2	36.35	37.44
6	2	38.25	39.40
7	2	39.85	41.05
8	2	41.92	43.19
9	2	43.82	45.14
10	2	45.91	47.29
11	2	48.43	49.88
12	2	50.76	52.29
13	2	53.27	54.88
14	2	56.03	57.72
15	--	58.80	60.57

Comp Group A42

**TABLE 36N
ACADEMIC COORDINATOR III - Non-exempt
FISCAL YEAR**

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
1	3	38.25	39.40
2	3	40.78	42.00
3	3	43.82	45.14
4	3	47.27	48.69
5	3	50.76	52.29
6	3	54.71	56.36
7	3	58.80	60.57
8	3	63.22	65.12
9	--	67.97	70.02

Comp Group A42

TABLE 37N
PROJECT (E.G., SCIENTIST) SERIES - Non-exempt
FISCAL YEAR

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant Project	I	2	25.44	26.25
	II	2	26.87	27.73
	III	2	28.31	29.12
	IV	2	29.94	30.80
	V	2	31.42	32.33
	VI	2	32.96	33.96
Associate Project	I	2	31.47	32.48
	II	2	33.05	34.01
	III	2	34.92	36.02
	IV	3	37.03	38.22
	V	3	39.76	41.00
Project	I	3	37.07	38.27
	II	3	39.85	41.05
	III	3	43.25	44.55
	IV	3	46.84	48.33
	V	--	50.77	52.35
	VI	--	55.18	56.85
	VII	--	59.82	61.74
	VIII	--	64.85	66.82
	IX	--	70.36	72.56

Comp Group A25

TABLE 38N
PROJECT (E.G., SCIENTIST) SERIES - Non-exempt
BUSINESS/ECONOMICS/ENGINEERING
FISCAL YEAR

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 11/20/16 Hourly</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant Project	I	2	33.72	34.82
	II	2	35.49	36.64
	III	2	37.27	38.51
	IV	2	39.04	40.28
	V	2	40.81	42.10
	VI	2	42.39	43.73
Associate Project	I	2	40.86	42.20
	II	2	42.44	43.78
	III	2	44.02	45.50
	IV	3	45.46	46.80
	V	3	46.89	48.38
Project	I	3	45.50	46.84
	II	3	46.94	48.42
	III	3	49.77	51.35
	IV	3	53.50	55.18
	V	--	57.48	59.30
	VI	--	61.98	63.85
	VII	--	66.34	68.35
	VIII	--	70.98	73.14
	IX	--	77.11	79.51

Comp Group A86

TABLE 39N
ACADEMIC STANDARD TABLE OF PAY RATES
NON-EXEMPT

Minimum Scale 11/20/16	Adjusted Scale 11/20/16
<u>Hourly</u>	<u>Hourly</u>
15.50	15.98
15.84	16.31
16.22	16.71
16.40	16.89
16.74	17.25
17.07	17.59
17.45	17.99
17.83	18.38
18.20	18.75
18.61	19.18
18.94	19.52
19.31	19.90
19.74	20.34
20.19	20.80
20.65	21.28
21.14	21.78
21.51	22.16
22.01	22.68
22.55	23.23
23.02	23.71
23.34	24.05
23.92	24.63
24.44	25.18
25.08	25.83
25.63	26.41
26.24	27.04
26.81	27.63
27.05	28.28
27.45	28.94
28.09	29.63
28.75	30.37
29.48	31.10
30.18	31.92

TABLE 39N
ACADEMIC STANDARD TABLE OF PAY RATES
NON-EXEMPT

Minimum Scale 11/20/16	Adjusted Scale 11/20/16
<u>Hourly</u>	<u>Hourly</u>
30.98	32.62
31.67	33.39
32.41	34.09
33.09	34.79
33.77	35.76
34.72	36.72
35.64	37.44
36.35	38.41
37.28	39.40
38.25	40.29
39.11	41.05
39.85	42.00
40.78	43.19
41.92	44.15
42.87	45.14
43.82	46.10
44.75	47.29
45.91	47.74
46.34	48.69
47.27	49.88
48.43	51.11
49.63	52.29
50.76	53.46
51.90	54.88
53.27	56.36
54.71	57.72
56.03	59.09
57.36	60.57
58.80	62.04
60.23	63.59
61.72	65.12
63.22	66.73
64.78	68.37
66.37	70.02