

Salary Scale Increases during the Contract

Specialist Series

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>1/1/2020</u>	<u>7/1/2020</u>	<u>7/1/2021</u>	<u>7/1/2022</u>	<u>Cumulative</u>
Junior Specialist	I	1	7.1%	5.2%	5.2%	4.7%	24.1%
	II	1	7.1%	5.1%	5.1%	4.8%	24.0%
Assistant Specialist	I	2	4.0%	3.1%	3.0%	3.1%	13.9%
	II	2	5.1%	4.1%	4.1%	3.5%	17.9%
	III	2	6.2%	5.1%	5.0%	3.8%	21.6%
Associate Specialist	I	2	5.7%	4.5%	4.7%	3.4%	19.5%
	II	2	5.1%	4.1%	3.9%	3.1%	17.2%
	III	2	5.1%	3.1%	3.1%	3.0%	15.1%
	IV	2	5.0%	3.6%	3.1%	3.0%	15.6%
Specialist	I	3	4.1%	3.0%	3.1%	3.1%	14.0%
	II	3	4.1%	3.1%	3.0%	3.0%	14.0%
	III	3	4.0%	3.0%	3.0%	3.0%	13.7%
	IV	3	4.1%	3.1%	3.1%	3.1%	13.9%
	V	3	4.0%	3.0%	3.0%	3.0%	13.7%
	VI	3	5.0%	3.0%	3.0%	3.1%	14.9%
	VII	3	5.0%	4.0%	4.1%	3.0%	17.1%
	VIII	3	4.0%	3.0%	3.0%	3.0%	13.8%
	IX	--	4.1%	3.0%	3.1%	3.0%	13.8%

Salary Scale Increases during the Contract

Project Scientist Series

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>1/1/2020</u>	<u>7/1/2020</u>	<u>7/1/2021</u>	<u>7/1/2022</u>	<u>Cumulative</u>
Assistant Project	I	2	5.6%	4.1%	4.1%	4.1%	19.2%
	II	2	5.6%	4.1%	4.1%	3.9%	18.8%
	III	2	5.7%	4.0%	4.0%	4.1%	19.0%
	IV	2	5.6%	4.5%	3.5%	3.1%	17.8%
	V	2	5.4%	4.0%	4.0%	3.1%	17.5%
	VI	2	5.1%	4.1%	3.9%	3.1%	17.3%
Associate Project	I	2	5.1%	4.0%	4.0%	3.1%	17.2%
	II	2	5.1%	4.1%	3.9%	3.1%	17.2%
	III	2	5.1%	4.1%	3.0%	3.0%	16.1%
	IV	3	5.0%	3.1%	3.1%	3.0%	15.0%
	V	3	5.0%	3.1%	3.1%	3.0%	15.0%
Project	I	3	5.0%	3.1%	3.1%	3.0%	15.0%
	II	3	5.0%	3.1%	3.1%	3.0%	15.0%
	III	3	4.5%	3.1%	3.1%	3.1%	14.4%
	IV	3	4.1%	3.0%	3.0%	3.0%	13.7%
	V	--	4.0%	3.0%	3.0%	3.0%	13.7%
	VI	--	4.0%	3.0%	3.0%	3.1%	13.8%
	VII	--	4.0%	3.1%	3.0%	3.0%	13.8%
	VIII	--	4.0%	3.0%	3.0%	3.0%	13.8%
	IX	--	4.0%	3.0%	3.0%	3.0%	13.8%

Salary Scale Increases during the Contract

Professional Researcher Series

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>1/1/2020</u>	<u>7/1/2020</u>	<u>7/1/2021</u>	<u>7/1/2022</u>	<u>Cumulative</u>
Assistant Research	I	2	4.5%	3.0%	3.1%	3.1%	14.4%
	II	2	4.5%	3.1%	3.0%	3.0%	14.4%
	III	2	4.5%	3.1%	3.1%	3.1%	14.5%
	IV	2	4.5%	3.0%	3.0%	3.0%	14.3%
	V	2	4.5%	3.1%	3.1%	3.1%	14.5%
	VI	2	4.5%	3.0%	3.0%	3.0%	14.3%
Associate Research	I	2	4.5%	3.1%	3.1%	3.1%	14.5%
	II	2	4.5%	3.0%	3.0%	3.0%	14.3%
	III	2	4.6%	3.1%	3.1%	3.1%	14.5%
	IV	2	4.5%	3.1%	3.1%	3.1%	14.4%
	V	2	4.5%	3.0%	3.0%	3.1%	14.3%
Research	I	3	4.5%	3.1%	3.1%	3.0%	14.4%
	II	3	4.5%	3.0%	3.1%	3.1%	14.4%
	III	3	4.5%	3.0%	3.0%	3.1%	14.4%
	IV	3	4.5%	3.0%	3.0%	3.1%	14.4%
	V	-	4.5%	3.0%	3.0%	3.0%	14.3%
	VI	-	4.5%	3.1%	3.0%	3.1%	14.4%
	VII	-	4.5%	3.0%	3.0%	3.1%	14.3%
	VIII	-	4.5%	3.0%	3.0%	3.0%	14.3%
	IX	-	4.5%	3.0%	3.0%	3.0%	14.3%

Salary Scale Increases during the Contract

Coordinator of Public Programs Series

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>1/1/2020*</u>	<u>7/1/2020</u>	<u>7/1/2021</u>	<u>7/1/2022</u>	<u>Cumulative</u>
Assistant CPP	I	2	4%	3.0%	3.1%	3.1%	13.9%
	II	2	4%	3.1%	3.0%	3.1%	14.0%
	III	2	4%	3.1%	3.0%	3.1%	13.9%
	IV	2	4%	3.1%	3.1%	3.0%	13.9%
	V	2	4%	3.0%	3.1%	3.1%	13.9%
	VI	2	4%	3.1%	3.0%	3.1%	13.9%
Associate CPP	I	2	4%	3.1%	3.1%	3.1%	13.9%
	II	2	4%	3.1%	3.0%	3.0%	13.8%
	III	2	4%	3.0%	3.0%	3.1%	13.8%
	IV	3	4%	3.1%	3.1%	3.1%	13.9%
	V	3	4%	3.1%	3.1%	3.1%	13.9%
CPP	I	3	4%	3.1%	3.1%	3.1%	13.9%
	II	3	4%	3.1%	3.1%	3.0%	13.8%
	III	3	4%	3.0%	3.0%	3.1%	13.8%
	IV	3	4%	3.1%	3.0%	3.0%	13.7%
	V	--	4%	3.1%	3.0%	3.0%	13.8%
	VI	--	4%	3.0%	3.0%	3.0%	13.7%
	VII	--	4%	3.0%	3.1%	3.0%	13.8%
	VIII	--	4%	3.0%	3.0%	3.0%	13.7%
	IX	--	4%	3.0%	3.0%	3.0%	13.8%

*On 1/1/2020 Coordinators of Public Programs will receive a 4% increase and be moved onto this new rank/step scale