

**APPENDIX**

Proposed Salary Scale Supposal Compared to July 2018 Salary Scales

**METHOD:** Equity adjustments and smoothing of scales distributed over 3 and a half years. Steps with equity adjustment are highlighted in red.

**GOALS (By July 2022):** Reduce gap between Jr. Specialist I and Staff Research Associate I (SRA I) Step 1  
 Adjust Asst Specialist Step 1 to be equal or greater than Postdoc Level 0.  
 Adjust Assoc Specialist Step 1 to be 1.5% greater than Postdoc Level 5.  
 Adjust Asst Proj Scientist Step 1 to be 3% greater than Postdoc Level 5.  
 Smooth differences between rates to establish more standard percentage increments per year at step where possible.

Rank	Step	Years at Step	2018 Scale	Step 1		Step 2		Step 3		Step 4		Step 5		% increment per year at step on 2022 scale
				% increment per year at step on 2018 Scale	4% increase applied to scale	Equity adjustments and smoothing	% increase from 2018 scale following equity, smoothing, and 4% scale adjustment	3% increase applied to scale + equity adjustments and smoothing	% increase from January 2020 scale	3% increase applied to scale + equity adjustments and smoothing	% increase from July 2020 scale	3% increase applied to scale + equity adjustments and smoothing	% increase from July 2021 scale	
<b>TABLE 24B REPRESENTED SPECIALIST SERIES</b>														
Rank	Step	Years at Step	7/1/2018 Annual		Annual	1/1/2020 Annual		7/1/2020 Annual		7/1/2021 Annual		7/1/2022 Annual		
Junior Specialist	I	1	39,500		41,100	42,300	7.1%	44,500	5.2%	46,800	5.2%	49,000	4.7%	
	II	1	42,100	6.6%	43,800	45,100	7.1%	47,400	5.1%	49,800	5.1%	52,200	4.8%	6.5%
Assistant Specialist	I	2	49,700	18.1%	51,700	51,700	4.0%	53,300	3.1%	54,900	3.0%	56,600	3.1%	8.4%
	II	2	50,700	1.0%	52,800	53,300	5.1%	55,500	4.1%	57,800	4.1%	59,800	3.5%	2.8%
	III	2	51,800	1.1%	53,900	55,000	6.2%	57,800	5.1%	60,700	5.0%	63,000	3.8%	2.7%
Associate Specialist	I	2	56,400	4.4%	58,700	59,600	5.7%	62,300	4.5%	65,200	4.7%	67,400	3.4%	3.5%
	II	2	60,300	3.5%	62,800	63,400	5.1%	66,000	4.1%	68,600	3.9%	70,700	3.1%	2.4%
	III	2	64,700	3.6%	67,300	68,000	5.1%	70,100	3.1%	72,300	3.1%	74,500	3.0%	2.7%
	IV	2	67,900	2.5%	70,700	71,300	5.0%	73,900	3.6%	76,200	3.1%	78,500	3.0%	2.7%
Specialist	I	3	72,900	3.7%	75,900	75,900	4.1%	78,200	3.0%	80,600	3.1%	83,100	3.1%	2.9%
	II	3	80,100	3.3%	83,400	83,400	4.1%	86,000	3.1%	88,600	3.0%	91,300	3.0%	3.3%
	III	3	89,600	4.0%	93,200	93,200	4.0%	96,000	3.0%	98,900	3.0%	101,900	3.0%	3.9%
	IV	3	100,600	4.1%	104,700	104,700	4.1%	107,900	3.1%	111,200	3.1%	114,600	3.1%	4.2%
	V	3	111,600	3.6%	116,100	116,100	4.0%	119,600	3.0%	123,200	3.0%	126,900	3.0%	3.6%
	VI	3	119,800	2.4%	124,600	125,800	5.0%	129,600	3.0%	133,500	3.0%	137,600	3.1%	2.8%
	VII	3	126,000	1.7%	131,100	132,300	5.0%	137,600	4.0%	143,200	4.1%	147,500	3.0%	2.4%
	VIII	3	138,800	3.4%	144,400	144,400	4.0%	148,800	3.0%	153,300	3.0%	157,900	3.0%	2.4%
	IX	--	152,800	3.4%	159,000	159,000	4.1%	163,800	3.0%	168,800	3.1%	173,900	3.0%	3.4%

<b>TABLE 37B REPRESENTED PROJECT (e.g., SCIENTIST) SERIES</b>														
Rank	Step	Years at Step	7/1/2018 Annual		Annual	1/1/2020 Annual*		7/1/2020 Annual		7/1/2021 Annual		7/1/2022 Annual		
Assistant Project	I	2	57,400		59,700	60,600	5.6%	63,100	4.1%	65,700	4.1%	68,400	4.1%	
	II	2	60,600	2.8%	63,100	64,000	5.6%	66,600	4.1%	69,300	4.1%	72,000	3.9%	2.6%
	III	2	63,700	2.6%	66,300	67,300	5.7%	70,000	4.0%	72,800	4.0%	75,800	4.1%	2.6%
	IV	2	67,300	2.8%	70,000	71,100	5.6%	74,300	4.5%	76,900	3.5%	79,300	3.1%	2.3%
	V	2	70,700	2.5%	73,600	74,500	5.4%	77,500	4.0%	80,600	4.0%	83,100	3.1%	2.4%
	VI	2	74,200	2.5%	77,200	78,000	5.1%	81,200	4.1%	84,400	3.9%	87,000	3.1%	2.3%
Associate Project	I	2	71,000	2.7%	73,900	74,600	5.1%	77,600	4.0%	80,700	4.0%	83,200	3.1%	2.5%
	II	2	74,300	2.5%	77,300	78,100	5.1%	81,300	4.1%	84,500	3.9%	87,100	3.1%	2.4%
	III	2	78,700	3.0%	81,900	82,700	5.1%	86,100	4.1%	88,700	3.0%	91,400	3.0%	2.5%
	IV	3	83,400	3.0%	86,800	87,600	5.0%	90,300	3.1%	93,100	3.1%	95,900	3.0%	2.5%
	V	3	89,500	2.4%	93,100	94,000	5.0%	96,900	3.1%	99,900	3.1%	102,900	3.0%	2.4%
Project	I	3	83,500	3.0%	86,900	87,700	5.0%	90,400	3.1%	93,200	3.1%	96,000	3.0%	2.5%
	II	3	89,600	2.5%	93,200	94,100	5.0%	97,000	3.1%	100,000	3.1%	103,000	3.0%	2.5%
	III	3	97,200	2.8%	101,100	101,600	4.5%	104,700	3.1%	107,900	3.1%	111,200	3.1%	2.7%
	IV	3	105,600	2.9%	109,900	109,900	4.1%	113,200	3.0%	116,600	3.0%	120,100	3.0%	2.7%
	V	--	114,300	2.7%	118,900	118,900	4.0%	122,500	3.0%	126,200	3.0%	130,000	3.0%	2.7%
	VI	--	124,100	2.9%	129,100	129,100	4.0%	133,000	3.0%	137,000	3.0%	141,200	3.1%	2.9%
	VII	--	134,800	2.9%	140,200	140,200	4.0%	144,500	3.1%	148,900	3.0%	153,400	3.0%	2.9%
	VIII	--	145,800	2.7%	151,700	151,700	4.0%	156,300	3.0%	161,000	3.0%	165,900	3.0%	2.7%
	IX	--	158,400	2.9%	164,800	164,800	4.0%	169,800	3.0%	174,900	3.0%	180,200	3.0%	2.9%

\* For Table 37B Steps V - IX, % increment per year at step is calculated assuming 3 Years at Step.