

STEP PLUS SYSTEM - TABLE 11N
PROFESSIONAL RESEARCH SERIES - **NON-EXEMPT**
ACADEMIC YEAR

Rank	Step	Normal Years at Step	Adjusted Scale	Hourly Step Plus Increment†	Hourly Step Plus Supplement^
			7/2/17 Hourly		
Assistant Research	1	2 years	\$28.88		
	2		\$30.66		
	2.5		\$31.50	\$0.83	\$0.45
	3		\$32.33		\$0.42
	3.5		\$33.24	\$0.91	\$0.42
	4		\$34.15		\$0.46
	4.5		\$35.04	\$0.88	\$0.46
	5		\$35.92		\$0.44
	5.5		\$36.86	\$0.94	\$0.44
	6		\$37.79		\$0.47
	6.5		\$38.80	\$1.01	\$0.47
Associate Research	1	2 years	\$35.97		\$0.46
	1.5		\$36.91	\$0.94	\$0.46
	2		\$37.84		\$0.47
	2.5		\$38.82	\$0.98	\$0.47
	3		\$39.80		\$0.49
	3.5		\$41.00	\$1.20	\$0.49
	4	3 years	\$42.20		\$0.60
	4.5		\$43.83	\$1.63	\$0.60
	5		\$45.46		\$0.82
	5.5		\$47.21	\$1.75	\$0.82
Research	1	3 years	\$42.25		\$0.61
	1.5		\$43.88	\$1.63	\$0.61
	2		\$45.50		\$0.81
	2.5		\$47.23	\$1.73	\$0.81
	3		\$48.95		\$0.86
	3.5		\$50.75	\$1.80	\$0.86
	4		\$52.54		\$0.90
	4.5		\$54.48	\$1.94	\$0.90
	5		\$56.42		\$0.97
	5.5		\$58.63	\$2.21	\$0.97
	6		\$60.83		\$1.10
	6.5		\$63.23	\$2.40	\$1.10
	7		\$65.62		\$1.20
	7.5		\$68.30	\$2.68	\$1.20
	8	\$70.98		\$1.34	
	8.5	\$74.00	\$3.02	\$1.34	
	9	4 years	\$77.02		\$1.51
9.5	\$80.30		\$3.27	\$1.51	
AS‡	\$83.57			\$1.64	

Comp Group A90

†Already factored into the base. This is the half-step amount to be entered in payroll as an off-scale component. This component is retained as long as the appointee remains at this step.

^Supplement awarded only if advancement to this step was as a result of an advancement of 1.5 steps or greater AND is awarded only for the period of normative time at this step. Note: The supplement will end after normative time, if the faculty member's next advancement is not greater than a 1 step increase or if the faculty member does not advance. For example: Asst Prof Step 1 advances on 7/1/18 to Asst Prof Step 2.5. The Asst Prof will receive the supplement 7/1/18-6/30/20.

‡First Above Scale is determined by taking Step 9 dividing it by Step 8. Round this figure to the third decimal point (using the fourth decimal to determine if the third is rounded up or stays the same). Next, take Step 9 base multiplied by the result of Step 9/Step 8. Last, round this dollar figure to the nearest whole dollar. All subsequent further above scale actions are a flat 5% increase.