

APPENDIX A-2
Salary Scale Model of Project Scientist Series

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): 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.

2018 Scale	Step 1 % increment per year at step on 2018 Scale	Step 2 4% increase applied to scale	Step 2 Equity adjustments and smoothing	Step 3 % increase from 2018 scale following equity, smoothing, and 4% scale adjustment	Step 3 3% increase applied to scale + equity adjustments and smoothing	Step 3 % increase from January 2020 scale	Step 4 3% increase applied to scale + equity adjustments and smoothing	Step 4 % increase from July 2020 scale	Step 5 3% increase applied to scale + equity adjustments and smoothing	Step 5 % increase from July 2021 scale	Step 5 % increment per year at step on 2022 scale
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TABLE 37B
REPRESENTED PROJECT (e.g., SCIENTIST) SERIES

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	63,100	65,700	68,400
	II	2	60,600	63,100	64,000	66,600	69,300	72,000
	III	2	63,700	66,300	67,300	70,000	72,800	75,800
	IV	2	67,300	70,000	71,100	74,300	76,900	79,300
	V	2	70,700	73,600	74,500	77,500	80,600	83,100
	VI	2	74,200	77,200	78,000	81,200	84,400	87,000
Associate Project	I	2	71,000	73,900	74,600	77,600	80,700	83,200
	II	2	74,300	77,300	78,100	81,300	84,500	87,100
	III	2	78,700	81,900	82,700	86,100	88,700	91,400
	IV	3	83,400	86,800	87,600	90,300	93,100	95,900
	V	3	89,500	93,100	94,000	96,900	99,900	102,900
Project	I	3	83,500	86,900	87,700	90,400	93,200	96,000
	II	3	89,600	93,200	94,100	97,000	100,000	103,000
	III	3	97,200	101,100	101,600	104,700	107,900	111,200
	IV	3	105,600	109,900	109,900	113,200	116,600	120,100
	V	--	114,300	118,900	118,900	122,500	126,200	130,000
	VI	--	124,100	129,100	129,100	133,000	137,000	141,200
	VII	--	134,800	140,200	140,200	144,500	148,900	153,400
	VIII	--	145,800	151,700	151,700	156,300	161,000	165,900
	IX	--	158,400	164,800	164,800	169,800	174,900	180,200

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

APPENDIX A-2
Salary Scale Model of Specialist Series

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.
Smooth differences between rates to establish more standard percentage increments per year at step where possible.

2018 Scale	Step 1 % increment per year at step on 2018 Scale 4% increase applied to scale	Step 2 Equity adjustments and smoothing	Step 3 % increase from 2018 scale following equity, smoothing, and 4% scale adjustment 3% increase applied to scale + equity adjustments and smoothing	Step 4 % increase from January 2020 scale 3% increase applied to scale + equity adjustments and smoothing	Step 5 % increase from July 2020 scale 3% increase applied to scale + equity adjustments and smoothing	% increase from July 2021 scale	% increase from July 2022 scale	% increment per year at step on 2022 scale
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TABLE 24B
REPRESENTED SPECIALIST SERIES

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	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	51,700	51,700	4.0%	53,300	3.1%	54,900	3.0%	56,600	3.1%	8.4%
	II	2	50,700	52,800	53,300	5.1%	55,500	4.1%	57,800	4.1%	59,800	3.5%	2.8%
	III	2	51,800	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	58,700	59,600	5.7%	62,300	4.5%	65,200	4.7%	67,400	3.4%	3.5%
	II	2	60,300	62,800	63,400	5.1%	66,000	4.1%	68,600	3.9%	70,700	3.1%	2.4%
	III	2	64,700	67,300	68,000	5.1%	70,100	3.1%	72,300	3.1%	74,500	3.0%	2.7%
	IV	2	67,900	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	75,900	75,900	4.1%	78,200	3.0%	80,600	3.1%	83,100	3.1%	2.9%
	II	3	80,100	83,400	83,400	4.1%	86,000	3.1%	88,600	3.0%	91,300	3.0%	3.3%
	III	3	89,600	93,200	93,200	4.0%	96,000	3.0%	98,900	3.0%	101,900	3.0%	3.9%
	IV	3	100,600	104,700	104,700	4.1%	107,900	3.1%	111,200	3.1%	114,600	3.1%	4.2%
	V	3	111,600	116,100	116,100	4.0%	119,600	3.0%	123,200	3.0%	126,900	3.0%	3.6%
	VI	3	119,800	124,600	125,800	5.0%	129,600	3.0%	133,500	3.0%	137,600	3.1%	2.8%
	VII	3	126,000	131,100	132,300	5.0%	137,600	4.0%	143,200	4.1%	147,500	3.0%	2.4%
	VIII	3	138,800	144,400	144,400	4.0%	148,800	3.0%	153,300	3.0%	157,900	3.0%	2.4%
	IX	--	152,800	159,000	159,000	4.1%	163,800	3.0%	168,800	3.1%	173,900	3.0%	3.4%