

**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>
<b>Assistant Research</b>	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
<b>Associate Research</b>	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
<b>Research</b>	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