

**APPENDIX**  
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.  
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		Step 2		% increase from 2018 scale following equity, smoothing, and 4% scale adjustment	Step 3		% increase from January 2020 scale	Step 4		% increase from July 2020 scale	Step 5		% increase from July 2021 scale	% 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	3% increase applied to scale + equity adjustments and smoothing		3% increase applied to scale + equity adjustments and smoothing	3% increase applied to scale + equity adjustments and smoothing		% increase from July 2021 scale						

**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	44,500	46,800	49,000
	II	1	42,100	43,800	45,100	47,400	49,800	52,200
Assistant Specialist	I	2	49,700	51,700	51,700	53,300	54,900	56,600
	II	2	50,700	52,800	53,300	55,500	57,800	59,800
	III	2	51,800	53,900	55,000	57,800	60,700	63,000
Associate Specialist	I	2	56,400	58,700	59,600	62,300	65,200	67,400
	II	2	60,300	62,800	63,400	66,000	68,600	70,700
	III	2	64,700	67,300	68,000	70,100	72,300	74,500
	IV	2	67,900	70,700	71,300	73,900	76,200	78,500
Specialist	I	3	72,900	75,900	75,900	78,200	80,600	83,100
	II	3	80,100	83,400	83,400	86,000	88,600	91,300
	III	3	89,600	93,200	93,200	96,000	98,900	101,900
	IV	3	100,600	104,700	104,700	107,900	111,200	114,600
	V	3	111,600	116,100	116,100	119,600	123,200	126,900
	VI	3	119,800	124,600	125,800	129,600	133,500	137,600
	VII	3	126,000	131,100	132,300	137,600	143,200	147,500
	VIII	3	138,800	144,400	144,400	148,800	153,300	157,900
	IX	--	152,800	159,000	159,000	163,800	168,800	173,900

**APPENDIX**  
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):** 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.

		<b>Step 1</b>		<b>Step 2</b>		<b>Step 3</b>		<b>Step 4</b>		<b>Step 5</b>		
<b>2018 Scale</b>	<b>% increment per year at step on 2018 Scale</b>	<b>4% increase applied to scale</b>	<b>Equity adjustments and smoothing</b>	<b>% increase from 2018 scale following equity, smoothing, and 4% scale adjustment</b>	<b>% increase from January 2020 scale</b>	<b>3% increase applied to scale + equity adjustments and smoothing</b>	<b>% increase from July 2020 scale</b>	<b>3% increase applied to scale + equity adjustments and smoothing</b>	<b>% increase from July 2020 scale</b>	<b>3% increase applied to scale + equity adjustments and smoothing</b>	<b>% increase from July 2021 scale</b>	<b>% increment per year at step on 2022 scale</b>

**TABLE 37B**  
**REPRESENTED PROJECT (e.g., SCIENTIST) SERIES**

<b>Rank</b>	<b>Step</b>	<b>Years at Step</b>	<b>7/1/2018 Annual</b>	<b>Annual</b>	<b>1/1/2020 Annual*</b>	<b>7/1/2020 Annual</b>	<b>7/1/2021 Annual</b>	<b>7/1/2022 Annual</b>
<b>Assistant Project</b>	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
<b>Associate Project</b>	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
<b>Project</b>	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.