|  |  |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| EXPERIENCE | DOCTORATE | Hourly Rate | MASTERS+30 | Hourly Rate | MASTERS | Hourly Rate | B.A+18 HRS. | Hourly Rate | B.A. | Hourly Rate |
| 0 | \$43,840 | \$30.7649 | \$40,581 | \$28.4779 | \$37,318 | \$26.1881 | \$34,056 | \$23.8989 | \$32,595 | \$22.8737 |
| 1 | \$43,840 | \$30.7649 | \$40,581 | \$28.4779 | \$37,318 | \$26.1881 | \$34,056 | \$23.8989 | \$32,595 | \$22.8737 |
| 2 | \$45,144 | \$31.6800 | \$41,559 | \$29.1642 | \$38,295 | \$26.8737 | \$34,940 | \$24.5193 | \$33,309 | \$23.3747 |
| 3 | \$46,448 | \$32.5951 | \$42,536 | \$29.8498 | \$39,279 | \$27.5642 | \$35,853 | \$25.1600 | \$34,221 | \$24.0147 |
| 4 | \$47,752 | \$33.5102 | \$43,514 | \$30.5361 | \$40,253 | \$28.2477 | \$36,735 | \$25.7789 | \$35,102 | \$24.6330 |
| 5 | \$49,055 | \$34.4246 | \$44,492 | \$31.2225 | \$41,227 | \$28.9312 | \$37,644 | \$26.4168 | \$36,019 | \$25.2765 |
| 6 | \$50,359 | \$35.3396 | \$45,470 | \$31.9088 | \$42,207 | \$29.6189 | \$38,523 | \$27.0337 | \$36,897 | \$25.8926 |
| 7 | \$51,663 | \$36.2547 | \$46,448 | \$32.5951 | \$43,185 | \$30.3053 | \$39,437 | \$27.6751 | \$37,811 | \$26.5340 |
| 8 | \$52,967 | \$37.1698 | \$47,426 | \$33.2814 | \$44,166 | \$30.9937 | \$40,320 | \$28.2947 | \$38,688 | \$27.1495 |
| 9 | \$54,271 | \$38.0849 | \$48,403 | \$33.9670 | \$45,144 | \$31.6800 | \$41,228 | \$28.9319 | \$39,599 | \$27.7888 |
| 10 | \$55,574 | \$38.9993 | \$49,381 | \$34.6533 | \$46,122 | \$32.3663 | \$42,112 | \$29.5523 | \$40,478 | \$28.4056 |
| 11 | \$56,878 | \$39.9144 | \$50,358 | \$35.3389 | \$47,099 | \$33.0519 | \$43,024 | \$30.1923 | \$41,395 | \$29.0491 |
| 12 | \$58,182 | \$40.8295 | \$51,337 | \$36.0260 | \$48,078 | \$33.7389 | \$43,903 | \$30.8091 | \$42,274 | \$29.6660 |
| 13 | \$59,486 | \$41.7446 | \$52,314 | \$36.7116 | \$49,055 | \$34.4246 | \$44,816 | \$31.4498 | \$43,188 | \$30.3074 |
| 14 | \$60,789 | \$42.6589 | \$53,292 | \$37.3979 | \$50,033 | \$35.1109 | \$45,702 | \$32.0716 | \$44,069 | \$30.9256 |
| 15 | \$62,093 | \$43.5740 | \$54,271 | \$38.0849 | \$51,011 | \$35.7972 | \$46,611 | \$32.7095 | \$44,979 | \$31.5642 |
| 16 | \$63,397 | \$44.4891 | \$55,248 | \$38.7705 | \$51,989 | \$36.4835 | \$47,487 | \$33.3242 | \$45,857 | \$32.1804 |
| 17 | \$64,700 | \$45.4035 | \$56,226 | \$39.4568 | \$52,967 | \$37.1698 | \$48,399 | \$33.9642 | \$46,774 | \$32.8239 |
| 18 | \$66,004 | \$46.3186 | \$57,204 | \$40.1432 | \$53,945 | \$37.8561 | \$49,284 | \$34.5853 | \$47,654 | \$33.4414 |
| 19 | \$66,637 | \$46.7628 | \$57,754 | \$40.5291 | \$54,485 | \$38.2351 | \$49,754 | \$34.9151 | \$48,106 | \$33.7586 |
| 20 | \$67,304 | \$47.2309 | \$58,329 | \$40.9326 | \$55,029 | \$38.6168 | \$50,254 | \$35.2660 | \$48,592 | \$34.0996 |
| 21 | \$67,980 | \$47.7053 | \$58,915 | \$41.3439 | \$55,555 | \$38.9860 | \$50,757 | \$35.6189 | \$49,078 | \$34.4407 |
| 22 | \$68,642 | \$48.1698 | \$59,491 | \$41.7481 | \$56,099 | \$39.3677 | \$51,253 | \$35.9670 | \$49,560 | \$34.7789 |
| >22 | \$69,328 | \$48.6512 | \$60,082 | \$42.1628 | \$56,662 | \$39.7628 | \$51,766 | \$36.3270 | \$50,053 | \$35.1249 |
| The above salary schedule does not apply to working retirees subject to a 5\% or 10\% reduction. |  |  |  |  |  |  |  |  |  |  |

