



# University of Rhode Island

## Internal Salary Plans

# Introduction

This document summarizes the structure for internal payroll appointments and salary plans. The rates are subject to changes as a result of union contract negotiations. Maintenance of these salary plans is the responsibility of the departments unless controlled by union contracts. Changes to the amounts need to be communicated in writing to Human Resources so that the system can be updated with the new rates.

The job codes, which identify the type of employment (job titles), begin with an 'I' and an additional alpha character and end with the numeric account (current object code) that the expense is charged to. Job codes that do not have salary plans must be processed on an Internal Payroll Form and entered by Human Resources. The department may enter those jobs for which a salary plan has been identified.

Compensation rates for employees that are not identified on the salary plans will be edited by the system and reported to you as an error unless prior approval has been received to use those rates.

All employees on the internal payroll must have a valid I-9 on file, supporting I9 Documents, copy of their social security card, completed Bar of Claims form and a completed Drug Free Form. Employees on the State Payroll must also complete an Additional Compensation form.

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# Academic Advisors & Coordinators

# Account 5272

Job Code: IN5272 Salary Plan: CCA  
 IA5272 Special Programs  
 IS5272 Special Programs Summer Session

The rates of pay for advisors and coordinators are calculated at the per credit hour rate for a one credit course equivalent assuming the relationship between a 1 credit hour course is equal to 3 hours of administrative work. The steps in this salary plan equate to the number of one-credit hour course equivalents. Grade 1 rates are therefore a function of the rates established in the union contract.

Grade 1 Effective July 1, 2006	Grade 1: Academic Advisors	Grade 2: UC Advisor I (effective 05/28/08)
Grade 2 Effective May 28, 2006		
Grades 3,4 Effective July 1, 2006	Step 1: \$1,183    Step 6: \$7,096	Step 1: 1200.00
	Step 2: \$2,365    Step 7: \$8,278	Step 2: 2200.00
	Step 3: \$3,548    Step 8: \$9,460	Step 3: 2800.00
	Step 4: \$4,730    Step 9: \$10,643	Step 4: 3350.00
	Step 5: \$5,913    Step 10: \$11,826	
Grade 3: UC Advisor II	Grade 4: Special Programs	
Step 1: \$2,240	Step 1: \$500    Step 4: \$1,500	Step 9: \$6,500
Step 2: \$4,480	Step 2: \$800    Step 5: \$3000	
Step 3: \$6,720	Step 3: \$1,000    Step 6: \$3200	
Step 4: \$8,960	Step 7: \$5000	
	Step 8: \$6000	

# Athletic Event Personnel

# Account 5241

Job Code: IN5241 Event Managers Salary Plan: AEP  
 IA5241 Announcers  
 IB5241 Clock Operators  
 IC5241 Scorers  
 ID5241 Shaggers  
 IE5241 Visiting Team Hosts  
 IF5241 Dorner Signage Personnel  
 IG5241 Statisticians  
 IH5241 Ticket Takers

Athletic event personnel will be paid on an hourly basis with their hours entered by Athletics permanent personnel (not self-service).

Grade 1:

Step 1: \$6.85 Shaggers & Visiting Team Hosts
Step 2: \$10.00 Announcers, Clock Operators, Scorers, Statisticians, and Ticket Takers
Step 3: \$15.00 Event managers
Step 4: \$20.00 Dorner Signage Personnel

# CCE Instructors

# Account(s) 5247, 5275

Job Code: IN5247 Spring Salary Plan: CCE  
 IN5275 Fall  
 IW5247 Special Programs Unique Funding Spring PCI  
 IW5275 Special Programs Unique Funding Fall PCI  
 IB5274 Special Programs Summer Session

Rates are specified in the union contract for each fiscal year. The steps are calculated to represent the equivalent value of teaching that number of credit hours. Someone teaching one 3-credit course for the semester would be at the step 3 level. Step 8 equates to teaching 2 four-credit courses for one semester.

Grade 1: CCE Instructors (Effective July 1, 2006)	Grade 2: Special Programs (Effective July 1, 2006)	
Step 1: \$1,183	Step 1: \$1,183 (one credit)	Step 8: \$4,000 (one course)
Step 2: \$2,365	Step 2: \$2,365 (two credits)	Step 9: \$4,500 (one course)
Step 3: \$3,548	Step 3: \$3,548 (three credits)	Step 10: \$5,000 (one course)
Step 4: \$4,730	Step 4: \$4,730 (four credits)	Step 11: \$6,000 (one course)
Step 5: \$5,913	Step 5: \$5,913 (five credits)	Step 12: \$6,500 (one course)
	Step 6: \$7,096 (six credits)	Step 13: \$7,000 (one course)
	Step 7: \$3,548 (one course)	Step 14: \$7,800 (one course)

Job Code:  
 IN5242 Hourly  
 IA5242 Contract

Salary Plan: None

This group of employees will be processed on an Internal Payroll Form with job records entered by Human Resources.

**Environmental Education Center Personnel**

**Account 5237**

Job Code:  
 IN5237- Lifeguards  
 IA5237- Waterfront Manager  
 IB5237- Program Specialist 1  
 IC5237- Trail Crew  
 ID5237- Special Programs 1  
 IE5237- Special Programs 2  
 IF5237- Executive Action Facilitator  
 IG5237- Executive Action Lead Facilitator  
 IH5237- Trail Crew Leader

Salary Plan: WA2

**Grade 1: Trail Crew**

Step 1: \$6.50  
 Step 2: \$7.00  
 Step 3: \$7.50  
 Step 4: \$8.00

**Grade 2: Trail Crew Leader**

Step 1: \$11.00  
 Step 2: \$11.50  
 Step 3: \$12.00  
 Step 4: \$12.50  
 Step 5: \$13.00

**Grade 3: Program Specialist 1 & Lifeguard**

Step 1: \$8.00    Step 7: \$11.00  
 Step 2: \$8.50    Step 8: \$11.50  
 Step 3: \$9.00    Step 9: \$12.00  
 Step 4: \$9.50    Step 10: \$12.50  
 Step 5: \$10.00    Step 11: \$13.00  
 Step 6: \$10.50    Step 12: \$13.50

**Grade 4: Waterfront Manager**

Step 1: \$10.00    Step 7: \$13.00  
 Step 2: \$10.50    Step 8: \$13.50  
 Step 3: \$11.00    Step 9: \$14.00  
 Step 4: \$11.50    Step 10: \$14.50  
 Step 5: \$12.00    Step 11: \$15.00  
 Step 6: \$12.50    Step 12: \$15.50

**Grade 5: Executive Action and Special Programs**

Step 1: \$10.00  
 Step 2: \$25.00  
 Step 3: \$50.00  
 Step 4: \$100.00

Job Code:    IJ5237- Wildflower Walk Leader  
               IK5237- Farm Chores

These employees are paid on a per unit basis with the amount paid per unit recorded on the Time Reporting Code.

Time Reporting Code	Description	Unit	Rate
IWW	Wildflower Walk	Walk	\$60.00
IFA	Farm Chores Class A	Chore Period	\$25.00
IFB	Farm Chores Class B	Chore Period	\$12.50

**Environmental Education Center Personnel**

**Account 5273**

**Daily Rates**

Employees in this group are paid on a daily basis with their amounts to be paid entered by their managers through Time & Labor.

Job Code:    IN5273-Field Teacher Naturalists  
               IA5273 –Field Teacher Cabin Duty

Salary Plan: FTN

**Grade 1: Field Teacher Naturalists (Daily/Nightly)**

Step 1: \$50.00	Step 8: \$57.00
Step 2: \$51.00	Step 9: \$58.00
Step 3: \$52.00	Step 10: \$59.00
Step 4: \$53.00	Step 11: \$60.00
Step 5: \$54.00	Step 12: \$61.00
Step 6: \$55.00	Step 13: \$62.00
Step 7: \$56.00	Step 14: \$63.00

Salary Plan: EDC

- Job Code:**
- IB5273- Day Camp Assistant Coordinator
  - IC5273- Day Camp Counselor
  - ID5273- Day Camp Campout Duty
  - IE5273- Day Camp Bus Monitor
  - IF5273- Day Camp Junior Counselor

**Grade 1: Junior Counselors & Bus Monitors-Daily**

Step 1: \$10.00	Step 7: \$30.00
Step 2: \$15.00	Step 8: \$33.00
Step 3: \$18.00	Step 9: \$36.00
Step 4: \$21.00	Step 10: \$39.00
Step 5: \$24.00	Step 11: \$42.00
Step 6: \$27.00	

**Grade 2: Assistant Coordinators & Campout Duty-Daily**

Step 1: \$40.00	Step 6: \$65.00
Step 2: \$45.00	Step 7: \$70.00
Step 3: \$50.00	Step 8: \$75.00
Step 4: \$55.00	Step 9: \$80.00
Step 5: \$60.00	Step 10: \$85.00

**Grade 3: Counselors-Daily**

Step 1: \$60.00	Step 7: \$72.00
Step 2: \$62.00	Step 8: \$74.00
Step 3: \$64.00	Step 9: \$76.00
Step 4: \$66.00	Step 10: \$78.00
Step 5: \$68.00	Step 11: \$80.00
Step 6: \$70.00	Step 12: \$82.00

- Job Code:**
- IG5273- Earth Camp Junior Counselor
  - IH5273- Earth Camp Assistant Counselor
  - IJ5273- Earth Camp Counselor
  - IK5273- Earth Camp Assistant Coordinator

Salary Plan: EEC

**Grade 1: Junior Counselors –Daily**

Step 1: \$12.50	Step 6: \$25.00
Step 2: \$15.00	Step 7: \$27.50
Step 3: \$17.50	Step 8: \$30.00
Step 4: \$20.00	Step 9: \$32.50
Step 5: \$22.50	Step 10: \$35.00

**Grade 2: Assistant Counselor 1- Daily**

Step 1: \$25.00	Step 6: \$29.17
Step 2: \$25.84	Step 7: \$30.00
Step 3: \$26.67	Step 8: \$30.84
Step 4: \$27.50	Step 9: \$31.67
Step 5: \$28.34	Step 10: \$32.50

**Grade 3: Assistant Counselor 2- Daily**

Step 1: \$29.00	Step 6: \$33.17
Step 2: \$29.84	Step 7: \$34.00
Step 3: \$30.67	Step 8: \$34.84
Step 4: \$31.50	Step 9: \$35.67
Step 5: \$32.34	Step 10: \$36.50

**Grade 4: Counselor 1- Daily**

Step 1: \$31.67	Step 7: \$36.67
Step 2: \$32.50	Step 8: \$38.34
Step 3: \$33.34	Step 9: \$40.00
Step 4: \$34.17	Step 10: \$41.67
Step 5: \$35.00	Step 11: \$43.34
Step 6: \$35.84	Step 12: \$45.00

# Environmental Education Center Personnel

# Account 5273

## Grade 5: Counselor 2- Daily

Step 1: \$35.67	Step 7: \$40.67
Step 2: \$36.50	Step 8: \$42.34
Step 3: \$37.34	Step 9: \$44.00
Step 4: \$38.17	Step 10: \$45.67
Step 5: \$39.00	Step 11: \$47.34
Step 6: \$39.84	Step 12: \$49.00

## Grade 6: Counselor 3- Daily

Step 1: \$39.67	Step 7: \$44.67
Step 2: \$40.50	Step 8: \$46.34
Step 3: \$41.34	Step 9: \$48.00
Step 4: \$42.17	Step 10: \$49.67
Step 5: \$43.00	Step 11: \$52.34
Step 6: \$43.84	Step 12: \$53.00

## Grade 7: Counselor 4- Daily

Step 1: \$43.67	Step 7: \$48.67
Step 2: \$44.50	Step 8: \$50.34
Step 3: \$45.34	Step 9: \$52.00
Step 4: \$46.17	Step 10: \$53.67
Step 5: \$47.00	Step 11: \$55.34
Step 6: \$47.84	Step 12: \$57.00

## Grade 8: Assistant Coordinator 1- Daily

Step 1: \$41.67	Step 7: \$46.67
Step 2: \$42.50	Step 8: \$47.50
Step 3: \$43.34	Step 9: \$48.34
Step 4: \$44.17	Step 10: \$49.17
Step 5: \$45.00	Step 11: \$50.00
Step 6: \$45.84	Step 12: \$51.67

## Grade 9: Assistant Coordinator 2- Daily

Step 1: \$45.67	Step 7: \$50.67
Step 2: \$46.50	Step 8: \$51.50
Step 3: \$47.34	Step 9: \$52.34
Step 4: \$48.17	Step 10: \$53.17
Step 5: \$49.00	Step 11: \$54.00
Step 6: \$49.84	Step 12: \$55.67

Job Code: IL5273- Teen Expedition Leader

Salary Plan: TEL

## Grade 1: Daily

Step 1: \$33.34	Step 5: \$41.67
Step 2: \$35.00	Step 6: \$43.34
Step 3: \$36.67	Step 7: \$45.00
Step 4: \$40.00	Step 8: \$46.67

## Grade 2: Daily

Step 1: \$39.18	Step 5: \$47.51
Step 2: \$40.84	Step 6: \$49.18
Step 3: \$42.51	Step 7: \$49.84
Step 4: \$45.84	Step 8: \$52.51

## Grade 3: Daily

Step 1: \$45.01	Step 5: \$53.34
Step 2: \$46.67	Step 6: \$55.01
Step 3: \$48.34	Step 7: \$56.67
Step 4: \$51.67	Step 8: \$58.34

## Grade 4: Daily

Step 1: \$50.84	Step 5: \$59.17
Step 2: \$52.50	Step 6: \$60.84
Step 3: \$54.17	Step 7: \$62.50
Step 4: \$57.50	Step 8: \$64.00

Job Code: IM5273 -Teen Expedition Assistant Coordinator

Salary Plan: TEC

## Grade 1: Daily

Step 1: \$41.67	Step 5: \$48.34
Step 2: \$43.34	Step 6: \$50.00
Step 3: \$45.00	Step 7: \$51.67
Step 4: \$46.67	Step 8: \$53.34

## Grade 2: Daily

Step 1: \$47.51	Step 5: \$54.18
Step 2: \$49.18	Step 6: \$55.84
Step 3: \$50.84	Step 7: \$57.51
Step 4: \$52.51	Step 8: \$59.18

## Grade 3: Daily

Step 1: \$53.34	Step 5: \$60.01
Step 2: \$55.01	Step 6: \$61.67
Step 3: \$56.67	Step 7: \$63.34
Step 4: \$58.34	Step 8: \$65.01

## Grade 4: Daily

Step 1: \$59.17	Step 5: \$65.84
Step 2: \$60.84	Step 6: \$67.50
Step 3: \$62.50	Step 7: \$69.17
Step 4: \$64.17	Step 8: \$70.84

# Environmental Education Center Personnel

# Account 5273

Job Code: IO5273 - Coordinator  
 IP5273 - School Education Assistant Coordinator  
 IQ5273 - Animal & Garden Manager  
 IR5273 - EMT& Nurse's Assistant  
 IS5273 - Program Specialist 2

Salary Plan: WAJ

Grade 1: EMT/Nurse's Assistant-Daily  
 Step 1: \$41.67 Step 7: \$66.67  
 Step 2: \$45.84 Step 8: \$70.84  
 Step 3: \$50.00 Step 9: \$75.00  
 Step 4: \$54.17 Step 10: \$79.67  
 Step 5: \$58.34 Step 11: \$83.34  
 Step 6: \$62.50 Step 12: \$87.50

Grade 2: Program Specialist 2- Level 1- Daily  
 Step 1: \$41.67 Step 6: \$45.84  
 Step 2: \$42.50 Step 7: \$46.67  
 Step 3: \$43.34 Step 8: \$47.50  
 Step 4: \$44.17 Step 9: \$48.34  
 Step 5: \$45.00 Step 10: \$49.17

Grade 3: Program Specialist 2- Level 2- Daily  
 Step 1: \$45.67 Step 6: \$49.84  
 Step 2: \$46.50 Step 7: \$50.67  
 Step 3: \$47.34 Step 8: \$51.50  
 Step 4: \$48.17 Step 9: \$52.34  
 Step 5: \$49.00 Step 10: \$53.17

Grade 4: Animal & Garden Manager-Daily  
 Step 1: \$50.00 Step 7: \$80.00  
 Step 2: \$55.00 Step 8: \$85.00  
 Step 3: \$60.00 Step 9: \$90.00  
 Step 4: \$65.00 Step 10: \$95.00  
 Step 5: \$70.00 Step 11: \$100.00  
 Step 6: \$75.00 Step 12: \$105.00

Grade 5: School Education Assistant Coordinator-Daily  
 Step 1: \$54.00 Step 6: \$59.00  
 Step 2: \$55.00 Step 7: \$60.00  
 Step 3: \$56.00 Step 8: \$61.00  
 Step 4: \$57.00 Step 9: \$62.00  
 Step 5: \$58.00 Step 10: \$63.00

Grade 6: Coordinators-Daily  
 Step 1: \$90.00 Step 5: \$110.00  
 Step 2: \$95.00 Step 6: \$115.00  
 Step 3: \$100.00 Step 7: \$120.00  
 Step 4: \$105.00 Step 8: \$125.00

## Medical Duties

## Account 5249

Job Code: IN5249 Salary Plan: None

All are part-time physicians and on call hours. All paid on an hourly basis with the hourly rate negotiated with each physician. These job records will be processed on an Internal Payroll Form and entered by Human Resources.

## Medical Insurance Payments

## Account 5295

Job Code: IN5295 Salary Plan: None

This group of employees will be processed on an Internal Payroll Form with job records entered by Human Resources.

## Non-Classified – Limited

## Account 5245

Job Code: IN5245 - Contract  
 IA5245 - Hourly – Subject to FLSA  
 IP5245 - Hourly – Exempt from FLSA

Salary Plan: None

The group of employees listed above will be processed on an Internal Payroll Form with job records entered by Human Resources.

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# Non-Classified - Limited

# Account 5245

Job Code: IB5245 - Other University GRA's  
IC5245 - Off-Campus Professionals  
ID5245 - Survey/Intervention Center Staff

Salary Plan: CPR

## Grade 1: Other University Graduate Student Research Assistants

Step 1: \$14.75  
Step 2: \$15.38  
Step 3: \$16.00

## Grade 2: Off-Campus Professionals

Step 1: \$13.00  
Step 2: \$13.50  
Step 3: \$14.00  
Step 4: \$14.50  
Step 5: \$15.00  
Step 6: \$15.50

## Grade 3: Survey/Intervention Center

Step 1: \$7.20  
Step 2: \$7.55  
Step 3: \$7.75  
Step 4: \$8.25  
Step 5: \$9.00  
Step 6: \$9.50  
Step 7: \$10.00

Step 8: \$11.00  
Step 9: \$12.00  
Step 10: \$13.00  
Step 11: \$14.00  
Step 12: \$15.00  
Step 13: \$15.50  
Step 14: \$16.00

Job Code: IE5245 - ESL Speak Test Grader

Salary Plan: ESL

Grade 1: SPEAK Test Grader  
Step 1: \$20.00

# Non-Classified Retirement Payments

# Account 5248

Job Code: IN5248

Salary Plan: None

Maintained centrally by Human Resources

# Part Time Faculty

# Account 5278

Job Code: IN5278: Continuing course section needs  
IA5278: Temporary course section needs for replacement of sabbaticals, leaves, illness, and vacancies.

Salary Plan: PCI

Effective August 2010

## Grade 1: Labs and Performance Arts

Step 1: \$1,000  
Step 15: \$1,500  
Step 2: \$2,000  
Step 25: \$2,500  
Step 3: \$3,000  
Step 35: \$3,500  
Step 4: \$4,000

Step 45: \$4,500  
Step 5: \$5,000  
Step 55: \$5,500  
Step 6: \$6,000  
Step 65: \$6,500  
Step 7: \$7,000  
Step 75: \$7,500  
Step 8: \$8,000  
Step 85: \$8,500

## Grade 2: Arts & Humanities

Step 1: \$1,183  
Step 2: \$2,366  
Step 3: \$3,548  
Step 4: \$4,730

Step 5: \$5915  
Step 6: \$7096  
Step 7: \$8279  
Step 8: \$9462

## Grade 3: Sciences, Business, Pharmacy & Engineering Rates

Step 1: \$3,548 = 1 course  
Step 2: \$4,000 = 1 course  
Step 3: \$4,500 = 1 course  
Step 4: \$5,000 = 1 course

Step 5: \$7,096 = 2 courses  
Step 6: \$8,000 = 2 courses  
Step 7: \$9,000 = 2 courses  
Step 8: \$10,000 = 2 courses

## Grade 4: Nursing Rates

Step 1: \$3,548  
Step 2: \$6,500  
Step 3: \$7,000  
Step 4: \$7,500  
Step 5: \$9,000  
Step 6: \$13,000  
Step 7: \$14,000  
Step 8: \$15,000

## Grade 5: Special Programs

Step 1: \$3,548 = one course  
Step 2: \$6,000 = one course  
Step 3: \$7,000 = one course  
Step 4: \$7,800 = one course

Step 5: \$7096 = two courses  
Step 6: \$12,000 = two courses  
Step 7: \$14,000 = two courses  
Step 8: \$15,600 = two courses

# Performing Artists

Account 5244

Job Code: IN5244 - Performing Artists-Contract  
IC5244 - Performing Artists-Hourly  
IA5244 - Music Instrument Instructors  
IB5244 - Artists' Models

## Artists' Models:

Salary Plan: AAM

Grade 1: hourly- rates must be between amount of lowest and highest steps (1-6)

Step 1: \$10.00	Step 4: \$13.00
Step 2: \$11.00	Step 5: \$14.00
Step 3: \$12.00	Step 6: \$15.00

## Theatre Production Workers:

Salary Plan: TPW

All paid under contract. Rates must be between amount of lowest and highest steps.

### Grade 1: Theatre 100 Assistants

### Grade 2: Musicians

Step 1: \$500  
Step 2: \$750  
Step 3 \$1,000  
Step 4 \$1,500

Step 1: \$300  
Step 2: \$1,000

### Grade 3: Guest Artists

### Grade 4: Craftspersons

Step 1: \$500  
Step 2: \$5,000

Step 1: \$500  
Step 2: \$5,000

Music Instrument Instructors: These employees are paid per student for 15 one-hour classes per semester. The rates for these employees are recorded on the Time Reporting Code and calculated by the number of one hour classes reported each week. Note: The job record for these employees will have a zero compensation rate.

Time Reporting Code: IMU	Unit: Class Hours	Rate: \$43.00
Time Reporting Code: IMP	Unit: Class Hours	Rate: \$32.00

Great Performances Production Workers: All paid on an hourly basis –no standard pay scale

Music Production Workers: All paid under contract with individually negotiated rates and time periods or paid on an hourly basis –no standard pay scale.

The above two groups of employees will be processed on an Internal Payroll Form with job records entered by Human Resources.

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# Recreation Services Personnel

Account 5238

Job Code: IN5238 - Aquatic Instructors  
 IA5238 - Specialty Instructors  
 IB5238 - Facilities Supervisor  
 IC5238 - Sailing Instructors  
 ID5238 - Personal Trainers  
 IE5238 - Summer Lifeguards  
 IF5238 - Club Sport Coaches: paid under contract-no salary plan  
 IG5238 - Sports Clinician: paid under contract-no salary plan

Salary Plan: REC

## Grade 1: Aquatic & Specialty Instructors (hourly rates)

Step 1: \$15.00	Step 6: \$40.00
Step 2: \$20.00	Step 7: \$45.00
Step 3: \$23.25	Step 8: \$50.00
Step 4: \$25.00	Step 9: \$60.00
Step 5: \$35.00	Step 10: \$75.00
	Step 11: \$8.60

## Grade 2: Facilities Supervisor (hourly rates)

Step 1: \$13.00	Step 6: \$18.00
Step 2: \$14.00	Step 7: \$19.00
Step 3: \$15.00	Step 8: \$20.00
Step 4: \$16.00	Step 9: \$25.00
Step 5: \$17.00	Step 21: \$14.25
	Step 22: \$14.50

## Grade 3: Sailing Instructors & Personal Trainers (hourly rates)

Step 1: \$9.00	Step 5: \$13.00
Step 2: \$10.00	Step 6: \$14.00
Step 3: \$11.00	Step 7: \$15.00
Step 4: \$12.00	

## Grade 4: Summer Lifeguards (hourly rates)

Step 1: \$8.60	Step 6: \$11.00
Step 2: \$8.95	Step 7: \$12.00
Step 3: \$9.30	Step 8: \$13.00
Step 4: \$9.65	Step 9: \$15.00
Step 5: \$10.00	

# Special Programs Personnel

Account 5246

Job Code: IN5246 - Psychological Testing  
 IA5246 - Seminars  
 IB5246 - Non-Credit Courses  
 IC5246 - Crime Scene Investigation Instructors

Psychological Testing: Employees in this category are paid a specified amount per evaluation completed. The pay rates are identified on the time reporting codes used to report the time for these employees. When entering the time for an employee the number of units (exams completed) will be reported. Employees in this group will NOT report their own time. The compensation rate on job data for these employees will be zero.

### Time Reporting

Code	Description	Rate
ICO:	Psych Exam Correction Off	\$100
IFD:	Psych Exam Fire Dispatch	\$50
IFP:	Psych Exam Fire Promo	\$100
ILD:	Psych Exam Learning Disability	\$150
IMT:	Psych Exam EMT LD	\$50
INP:	Psych Exam Neuropsychological	\$325
IOF:	Psych Exam Other Fitness	\$100
IPD:	Psych Exam Police Dispatch	\$50
IPF:	Psych Exam - Firefighter	\$50
IPP:	Psych Exam - Police Officer	\$100
IPS:	Psych Exam Public Safety	\$200
ISO:	Psych Exam Security Officer	\$100
ITC:	Psych Exam 911 Telecom	\$50
ITH:	Psych Exam Other	\$25
IVO:	Psych Exam Vocational	\$100

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# Special Programs Personnel

# Account 5246

CCE Workshops: These workshops run by Special Programs are paid based on workshop hours contracted for. The Grades for each salary plan represent the # of days for the workshop with the step level identifying the number of hours contracted for on a daily basis.

Salary Plan: CMP – Seminars: comp rates cannot exceed the maximum for the grade

Grade 1: one day	Grade 2: two days	Grade 3: three days
Step 1: \$100	Step 1: \$200	Step 1: \$300
Step 2: \$200	Step 2: \$400	Step 2: \$600
Step 3: \$300	Step 3: \$600	Step 3: \$900
Step 4: \$400	Step 4: \$800	Step 4: \$1,200
Step 5: \$500	Step 5: \$1,000	Step 5: \$1,500
Step 6: \$600	Step 6: \$1,200	Step 6: \$1,800
Step 7: \$700	Step 7: \$1,400	Step 7: \$2,100
Step 8: \$800	Step 8: \$1,600	Step 8: \$2,400
Step 9: \$1,000	Step 9: \$2,000	Step 9: \$3,000
		Step 10: \$4,500

Salary Plan: FSW - Non-Credit Courses-\$65/hour of class time  
-Comp rates cannot exceed the maximum for the grade

Grade 1: one day	Grade 2: two days	Grade 3: three days
Step 1: \$65	Step 1: \$130	Step 1: \$195
Step 2: \$130	Step 2: \$260	Step 2: \$390
Step 3: \$195	Step 3: \$390	Step 3: \$585
Step 4: \$260	Step 4: \$520	Step 4: \$780
Step 5: \$325	Step 5: \$650	Step 5: \$975
Step 6: \$390	Step 6: \$780	Step 6: \$1,170
Step 7: \$455	Step 7: \$910	Step 7: \$1,365
Step 8: \$520	Step 8: \$1,070	Step 8: \$1,560
		Step 9: \$1,625

Salary Plan: FSW 2 -Non-Credit Courses-\$56/hour of class time  
-Comp rates cannot exceed the maximum for the grade

Grade 1: one day	Grade 2: two days	Grade 3: three days
Step 1: \$56	Step 1: \$112	Step 1: \$168
Step 2: \$112	Step 2: \$224	Step 2: \$336
Step 3: \$168	Step 3: \$336	Step 3: \$504
Step 4: \$224	Step 4: \$448	Step 4: \$672
Step 5: \$280	Step 5: \$560	Step 5: \$840
Step 6: \$336	Step 6: \$672	Step 6: \$1,008
Step 7: \$392	Step 7: \$784	Step 7: \$1,176
Step 8: \$448	Step 8: \$896	Step 8: \$1,344

Salary Plan: FSW 3 -Non-Credit Courses-\$75/hour of class time  
-Comp rates cannot exceed the maximum for the grade

Grade 1: one day	Grade 2: two days	Grade 3: three days	Grade 3: three days
Step 1: \$75	Step 1: \$150	Step 1: \$225	Step 1: \$300
Step 2: \$150	Step 2: \$300	Step 2: \$450	Step 2: \$600
Step 3: \$225	Step 3: \$450	Step 3: \$675	Step 3: \$900
Step 4: \$300	Step 4: \$600	Step 4: \$900	Step 4: \$1,200
Step 5: \$375	Step 5: \$750	Step 5: \$1,125	Step 5: \$1,500
Step 6: \$450	Step 6: \$900	Step 6: \$1,350	Step 6: \$1,800
Step 7: \$525	Step 7: \$1,050	Step 7: \$1,575	Step 7: \$2,100
Step 8: \$600	Step 8: \$1,200	Step 8: \$1,800	Step 8: \$2,400

Salary Plan: NCI – Non-Credit Courses
Grade 1: one day
Step 1: \$225
Step 2: \$450
Step 3: \$675
Step 4: \$900
Grade 2: two days
Step 1: \$250
Step 2: \$500
Step 3: \$750
Step 4: \$1,000
Grade 3: three days
Step 1: \$360
Step 2: \$720
Step 3: \$1,080
Step 4: \$1,440

Salary Plan: CSI Crime Scene Investigations – Hourly
Grade 1: Crime Scene Investigator
Step 1: \$35

# Summer Re-Contracting

Account 5276

Job Code: IN5276

Salary Plan: None

This group of employees will be processed on an SR-1 Form with job records entered by the hiring department.

# Summer Research Faculty

Account 5277

Job Code: IN5277

Salary Plan: None

This group of employees will be processed on an SR-1Form with job records entered by the hiring department.

# Summer Session Advisors & Coordinators

Account 5243

Job Code: IN5243  
IA5243 – Special Programs

Salary Plan: SSA

The rates of pay for advisors and coordinators is calculated at the per credit hour rate for a one credit course equivalent assuming the relationship between a 1 credit hour course is equal to 3 hours of administrative work. The steps in this salary plan equate to the number of one-credit hour course equivalents. Grade 1 rates are therefore a function of the rates established in the union contract.

Effective May 1, 2006

Grade 1: Summer Session Advisors

Grade 2: Special Programs Advising

Step 1: \$1,143	Step 6: \$6,856
Step 2: \$2,285	Step 7: \$7,998
Step 3: \$3,428	Step 8: \$9,140
Step 4: \$4,570	Step 9: \$10,283
Step 5: \$5,713	Step 10: \$11,426

Step 1: \$100
Step 2: \$200
Step 3: \$300
Step 4: \$400
Step 5: \$500

Grade 3: Special Programs

Grade 4: Other

Step 1: \$500
Step 2: \$800
Step 3: \$1,500

Step 1: \$1,200 – Recent Master’s degree, minimal experience, assist academic advisors
Step 2: \$2,200 – Recent Master’s degree recipient serving as academic advisor
Step 3: \$2,800 – Experienced faculty academic advisors
Step 4: \$3,200 – Experienced faculty academic advisors with additional orientation duties

# Summer Session Instructors

Account 5274

Job Code: IN5274 – Term I Effective May 1, 2006  
IA5274 – Term II Effective June 25, 2006  
IS5274 – Directed & Independent Studies  
IC5274 – Summer Sessions Combined

Salary Plan: SSI

Salary Plan: SSC

Rates are defined in the union contract and for each grade the steps are calculated to represent the equivalent value of teaching that number of credit hours. Someone teaching one 3-credit course would be at the step 3 level. Step 8 equates to teaching 2 four-credit courses for one term.

IN5274 Term I  
Effective May 1, 2007

Salary Plan: SSI

Grade 1: Instructors:

Step 1: \$1,183	Step 6: \$7,096
Step 2: \$2,365	Step 7: \$8,278
Step 3: \$3,548	Step 8: \$9,460
Step 4: \$4,730	Step 9: \$10,643
Step 5: \$5,913	Step 10: \$11,826

# Summer Session Instructors

# Account 5274

IN5274 Term I (Continued)  
Effective May 1, 2007

Salary Plan: SSI

## Grade 2: Assistant Professor:

Step 1: \$1,255  
Step 2: \$2,509  
Step 3: \$3,764  
Step 4: \$5,018

Step 5: \$6,273  
Step 6: \$7,528  
Step 7: \$8,782  
Step 8: \$10,036

## Grade 3: Associate Professor:

Step 1: \$1,460  
Step 2: \$2,919  
Step 3: \$4,379  
Step 4: \$5,838

Step 5: \$7,298  
Step 6: \$8,758  
Step 7: \$10,217  
Step 8: \$11,676

## Grade 4: Full Professor:

Step 1: \$1,925  
Step 2: \$3,850  
Step 3: \$5,774  
Step 4: \$7,699

Step 5: \$9,624  
Step 6: \$11,548  
Step 7: \$13,473  
Step 8: \$15,398

## Grade 5: Directed & Independent Studies

Step 1: \$72  
Step 2: \$145  
Step 3: \$217  
Step 4: \$290  
Step 5: \$362

Step 6: \$435  
Step 7: \$507  
Step 8: \$580  
Step 9: \$652  
Step 10: \$725

Step 11: \$797  
Step 12: \$869  
Step 13: \$942  
Step 14: \$1,014  
Step 15: \$1,087

IA5274 Term II  
Effective May 1, 2007

Salary Plan: SSI

## Grade 1: Instructor

Step 1: \$1,183  
Step 2: \$2,365  
Step 3: \$3,548  
Step 4: \$4,730  
Step 5: \$5,913

Step 6: \$7,096  
Step 7: \$8,278  
Step 8: \$9,460  
Step 9: \$10,643  
Step 10: \$11,826

## Grade 2: Assistant Professor

Step 1: \$1,255  
Step 2: \$2,509  
Step 3: \$3,764  
Step 4: \$5,018

Step 5: \$6,273  
Step 6: \$7,528  
Step 7: \$8,782  
Step 8: \$10,036

## Grade 3: Associate Professor

Step 1: \$1,460  
Step 2: \$2,919  
Step 3: \$4,379  
Step 4: \$5,838

Step 5: \$7,298  
Step 6: \$8,758  
Step 7: \$10,217  
Step 8: \$11,676

## Grade 4: Full Professor

Step 1: \$1,925  
Step 2: \$3,850  
Step 3: \$5,774  
Step 4: \$7,699

Step 5: \$9,624  
Step 6: \$11,548  
Step 7: \$13,473  
Step 8: \$15,398

IC5274 Salary Plan Summer Sessions Combined  
Effective May 1, 2007

## Grade 2: Assistant Professor

Salary Plan: SSC

## Grade 1: Instructor

Step 1: \$1,183  
Step 2: \$2,365  
Step 3: \$3,548  
Step 4: \$4,730  
Step 5: \$5,913

Step 6: \$7,096  
Step 7: \$8,278  
Step 8: \$9,460  
Step 9: \$10,643  
Step 10: \$11,826

Step 1: \$1,255  
Step 2: \$2,509  
Step 3: \$3,764  
Step 4: \$5,018

Step 5: \$6,273  
Step 6: \$7,528  
Step 7: \$8,782  
Step 8: \$10,036

## Grade 3: Associate Professor

Step 1: \$1,460  
Step 2: \$2,919  
Step 3: \$4,379  
Step 4: \$5,838

Step 5: \$7,298  
Step 6: \$8,758  
Step 7: \$10,217  
Step 8: \$11,676

## Grade 4: Full Professor

Step 1: \$1,925  
Step 2: \$3,850  
Step 3: \$5,774  
Step 4: \$7,699

Step 5: \$9,624  
Step 6: \$11,548  
Step 7: \$13,473  
Step 8: \$15,398

# Teacher Education Supervising Teachers

# Account: 5201

Job Code: IN5201-Teacher Ed Supr. Teachers

Salary Plan: TAS

## Grade 1:

Step 1: \$125.00  
Step 2: \$250.00  
Step 3: \$500.00