

Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
1	18,310	20,538	22,348	24,576	27,219	30,003	33,066	36,545
2	18,676	20,948	22,795	25,067	27,763	30,603	33,728	37,275
3	19,050	21,367	23,251	25,569	28,318	31,215	34,402	38,021
4	19,431	21,795	23,716	26,080	28,885	31,840	35,090	38,781
5	19,819	22,231	24,190	26,602	29,462	32,477	35,792	39,557
6	20,216	22,675	24,674	27,134	30,052	33,126	36,508	40,348
7	20,620	23,129	25,168	27,676	30,653	33,789	37,238	41,155
8	21,032	23,591	25,671	28,230	31,266	34,464	37,983	41,978
9	21,453	24,063	26,184	28,795	31,891	35,154	38,743	42,818
10	21,882	24,544	26,708	29,370	32,529	35,857	39,517	43,674
11	22,320	25,035	27,242	29,958	33,179	36,574	40,308	44,548
12	22,766	25,536	27,787	30,557	33,843	37,305	41,114	45,439
13	23,222	26,047	28,343	31,168	34,520	38,051	41,936	46,347
14	23,686	26,568	28,910	31,792	35,210	38,812	42,775	47,274
15	24,160	27,099	29,488	32,427	35,914	39,589	43,630	48,220
16	24,643	27,641	30,078	33,076	36,633	40,380	44,503	49,184
17	25,136	28,194	30,679	33,737	37,365	41,188	45,393	50,168
18	25,638	28,758	31,293	34,412	38,113	42,012	46,301	51,171
19	26,151	29,333	31,919	35,100	38,875	42,852	47,227	52,195
20	26,674	29,920	32,557	35,802	39,653	43,709	48,171	53,239
21	27,208	30,518	33,208	36,518	40,446	44,583	49,135	54,303
22	27,752	31,128	33,872	37,249	41,254	45,475	50,118	55,389
23	28,307	31,751	34,550	37,994	42,080	46,384	51,120	56,497
24	28,873	32,386	35,241	38,754	42,921	47,312	52,142	57,627
25	29,451	33,034	35,946	39,529	43,780	48,258	53,185	58,780
26	30,040	33,694	36,665	40,319	44,655	49,224	54,249	59,955
27	30,640	34,368	37,398	41,126	45,548	50,208	55,334	61,154
28	31,253	35,056	38,146	41,948	46,459	51,212	56,441	62,377
29	31,878	35,757	38,909	42,787	47,388	52,236	57,570	63,625
30	32,516	36,472	39,687	43,643	48,336	53,281	58,721	64,897

Salary increases are considered annually based on the needs of the institution, the availability of funds, and approval from the Board of Regents. If granted, increases affect everyone uniformly.

Hiring Policy – Placement on Salary Scale

Newly hired employees may be placed on the scale up to Step 5 of the appropriate grade. Placement is based upon education and prior relevant work experience.

Promotion Policy – Placement on Salary Scale

Employees moving to a job in a higher pay grade will receive a minimum 7% increase and will be placed on the step closest to, but not less than, a 7% increase (Board approved 2/18/1999).

Employees moving to a job in a lower grade will be placed at the appropriate level in that grade.

GRADE 8

Auto Mechanic
Carpenter
Carpenter/Locksmith

HVAC Mechanic
Journeyman Electrician
PC Repair Technician

Technical Center Coordinator
Telecommunication Technician
Telephone Technician

GRADE 7

Administrative Secretary
Apprentice Electrician

Secretary to the President's Office
Recruiter I

GRADE 6

Accounting Clerk
Benefits Specialist
Data Technician, Allied Health
Financial Aid Specialist
HVAC Technician
Lab Assistant, Allied Health

Lab Assistant, ATC Open Lab
Lab Assistant, ATC Open Lab
Library Technician II, Acquisitions
Library Technician II, Circulation Coord
Library Technician II, Tech Services/
Library Administrative Secretary

Painter
Payroll Clerk
Plumber/General Maintenance
Publication & Graphic Specialist
Security Captain
Sign Lang. Interpreter/Student Svcs Asst

GRADE 5

Accounting Clerk A/P
Admissions Assistant, Allied Health
ATE Physics Project Secretary
Carpenter Helper
Cashier
Human Resources Specialist

NSF Center Secretary
Print Shop Assistant
Print Shop Attendant
Purchasing Clerk
Records Data Processor
Recruiting Assistant

Registration Clerk, CE
Secretary III
Secretary III, LCHC
Shipping & Receiving Clerk II
Statistical Analyst, Admissions & Records
Systems & Graphic Designer

GRADE 4

Human Resources Assistant
Secretary II

Secretary, Special Populations
Shipping & Receiving Clerk I

GRADE 3

Bookstore Clerk
Coffee Bar Attendant
Grounds Maintenance II
Maintenance Helper II
Roofer

Secretary/Receptionist, EOC
Secretary/Receptionist, Title V
Security Guard
Snack Bar Cook/Team Leader
Switchboard Operator/Mailroom Clerk

GRADE 2

Maintenance Helper

GRADE 1

Custodian