

**FSA Salary Scales**  
**2014 - 2019**

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## 15.1 Faculty Salary Scales

15.1.1 Effective July 1, 2014, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	49,743	4,145.25	1,906.64	27.24
2	52,174	4,347.83	1,999.82	28.57
3	54,584	4,548.67	2,092.20	29.89
4	57,041	4,753.42	2,186.38	31.23
5	59,501	4,958.42	2,280.67	32.58
6	61,909	5,159.08	2,372.97	33.90
7	64,394	5,366.17	2,468.22	35.26
8	66,931	5,577.58	2,565.46	36.65
9	69,415	5,784.58	2,660.67	38.01
10	71,983	5,998.58	2,759.10	39.42
11	74,646	6,220.50	2,861.17	40.87
12	77,107	6,425.58	2,955.50	42.22
13	79,459	6,621.58	3,045.66	43.51
14	81,622	6,801.83	3,128.56	44.69
15	87,130	7,260.83	3,339.69	47.71

15.1.2 Effective July 1, 2015, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	50,240	4,186.67	1,925.69	27.51
2	52,696	4,391.33	2,019.83	28.85
3	55,130	4,594.17	2,113.13	30.19
4	57,611	4,800.92	2,208.22	31.55
5	60,096	5,008.00	2,303.47	32.91
6	62,528	5,210.67	2,396.69	34.24
7	65,038	5,419.83	2,492.90	35.61
8	67,600	5,633.33	2,591.10	37.02
9	70,109	5,842.42	2,687.27	38.39
10	72,703	6,058.58	2,786.70	39.81
11	75,392	6,282.67	2,889.77	41.28
12	77,878	6,489.83	2,985.06	42.64
13	80,254	6,687.83	3,076.13	43.94
14	82,438	6,869.83	3,159.84	45.14
15	88,001	7,333.42	3,373.07	48.19

15.1.3 Effective May 1, 2016, the following salary scale shall apply to each Regular and Temporary Faculty Employee, **including 0.45% Economic Stability Dividend (ESD)**:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	50,466	4,205.50	1,934.36	27.63
2	52,933	4,411.08	2,028.92	28.98
3	55,378	4,614.83	2,122.63	30.32
4	57,870	4,822.50	2,218.15	31.69
5	60,366	5,030.50	2,313.82	33.05
6	62,809	5,234.08	2,407.46	34.39
7	65,331	5,444.25	2,504.13	35.77
8	67,904	5,658.67	2,602.75	37.18
9	70,424	5,868.67	2,699.35	38.56
10	73,030	6,085.83	2,799.23	39.99
11	75,731	6,310.92	2,902.76	41.47
12	78,228	6,519.00	2,998.47	42.84
13	80,615	6,717.92	3,089.97	44.14
14	82,809	6,900.75	3,174.06	45.34
15	88,397	7,366.42	3,388.25	48.40

15.1.4 Effective July 1, 2016, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	50,718	4,226.50	1,944.02	27.77
2	53,198	4,433.17	2,039.07	29.13
3	55,655	4,637.92	2,133.25	30.48
4	58,159	4,846.58	2,229.23	31.85
5	60,668	5,055.67	2,325.40	33.22
6	63,123	5,260.25	2,419.50	34.56
7	65,658	5,471.50	2,516.67	35.95
8	68,244	5,687.00	2,615.79	37.37
9	70,776	5,898.00	2,712.84	38.75
10	73,395	6,116.25	2,813.22	40.19
11	76,110	6,342.50	2,917.29	41.68
12	78,619	6,551.58	3,013.46	43.05
13	81,018	6,751.50	3,105.41	44.36
14	83,223	6,935.25	3,189.93	45.57
15	88,839	7,403.25	3,405.19	48.65

15.1.5 Effective May 1, 2017, the following salary scale shall apply to each Regular and Temporary Faculty Employee, **including 0.35% Economic Stability Dividend (ESD)**:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	51,403	4,283.58	1,970.27	28.15
2	53,916	4,493.00	2,066.60	29.52
3	56,406	4,700.50	2,162.04	30.89
4	58,944	4,912.00	2,259.32	32.28
5	61,487	5,123.92	2,356.79	33.67
6	63,975	5,331.25	2,452.16	35.03
7	66,544	5,545.33	2,550.63	36.44
8	69,165	5,763.75	2,651.09	37.87
9	71,731	5,977.58	2,749.44	39.28
10	74,386	6,198.83	2,851.21	40.73
11	77,137	6,428.08	2,956.65	42.24
12	79,680	6,640.00	3,054.13	43.63
13	82,112	6,842.67	3,147.35	44.96
14	84,347	7,028.92	3,233.01	46.19
15	90,038	7,503.17	3,451.15	49.30

15.1.6 Effective July 1, 2017, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	51,660	4,305.00	1,980.12	28.29
2	54,186	4,515.50	2,076.94	29.67
3	56,688	4,724.00	2,172.85	31.04
4	59,239	4,936.58	2,270.63	32.44
5	61,794	5,149.50	2,368.56	33.84
6	64,295	5,357.92	2,464.42	35.21
7	66,877	5,573.08	2,563.39	36.62
8	69,511	5,792.58	2,664.35	38.06
9	72,090	6,007.50	2,763.20	39.47
10	74,758	6,229.83	2,865.47	40.94
11	77,523	6,460.25	2,971.45	42.45
12	80,078	6,673.17	3,069.38	43.85
13	82,523	6,876.92	3,163.10	45.19
14	84,769	7,064.08	3,249.19	46.42
15	90,488	7,540.67	3,468.40	49.55

15.1.7 Effective May 1, 2018, the following salary scale shall apply to each Regular and Temporary Faculty Employee, **including 0.4% Economic Stability Dividend (ESD)**:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	52,383	4,365.25	2,007.84	28.68
2	54,945	4,578.75	2,106.04	30.09
3	57,482	4,790.17	2,203.28	31.48
4	60,068	5,005.67	2,302.40	32.89
5	62,659	5,221.58	2,401.71	34.31
6	65,195	5,432.92	2,498.92	35.70
7	67,813	5,651.08	2,599.27	37.13
8	70,484	5,873.67	2,701.65	38.59
9	73,099	6,091.58	2,801.88	40.03
10	75,805	6,317.08	2,905.60	41.51
11	78,608	6,550.67	3,013.04	43.04
12	81,199	6,766.58	3,112.35	44.46
13	83,678	6,973.17	3,207.37	45.82
14	85,956	7,163.00	3,294.69	47.07
15	91,755	7,646.25	3,516.96	50.24

15.1.8 Effective July 1, 2018, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	52,645	4,387.08	2,017.88	28.83
2	55,220	4,601.67	2,116.58	30.24
3	57,769	4,814.08	2,214.28	31.63
4	60,368	5,030.67	2,313.90	33.06
5	62,972	5,247.67	2,413.71	34.48
6	65,521	5,460.08	2,511.41	35.88
7	68,152	5,679.33	2,612.26	37.32
8	70,836	5,903.00	2,715.14	38.79
9	73,464	6,122.00	2,815.87	40.23
10	76,184	6,348.67	2,920.13	41.72
11	79,001	6,583.42	3,028.10	43.26
12	81,605	6,800.42	3,127.91	44.68
13	84,096	7,008.00	3,223.39	46.05
14	86,386	7,198.83	3,311.17	47.30
15	92,214	7,684.50	3,534.55	50.49

15.1.9 Effective May 1, 2019, the following salary scale shall apply to each Regular and Temporary Faculty Employee, **including 0.75% Economic Stability Dividend (ESD)**:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	53,566	4,463.83	2,053.18	29.33
2	56,186	4,682.17	2,153.60	30.77
3	58,780	4,898.33	2,253.03	32.19
4	61,424	5,118.67	2,354.38	33.63
5	64,074	5,339.50	2,455.95	35.09
6	66,668	5,555.67	2,555.38	36.51
7	69,345	5,778.75	2,657.99	37.97
8	72,076	6,006.33	2,762.67	39.47
9	74,750	6,229.17	2,865.16	40.93
10	77,517	6,459.75	2,971.22	42.45
11	80,384	6,698.67	3,081.11	44.02
12	83,033	6,919.42	3,182.65	45.47
13	85,568	7,130.67	3,279.81	46.85
14	87,898	7,324.83	3,369.12	48.13
15	93,828	7,819.00	3,596.42	51.38

## 15.2 Assistant Instructor Salary Scales

15.2.1 Effective July 1, 2014 the following salary scale shall apply to each Assistant Instructor Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	52,160	4,346.67	1,999.29	28.56
2	53,811	4,484.25	2,062.57	29.47
3	55,432	4,619.33	2,124.70	30.35
4	57,030	4,752.50	2,185.95	31.23
5	58,462	4,871.83	2,240.84	32.01
6	59,896	4,991.33	2,295.81	32.80
7	61,329	5,110.75	2,350.74	33.58
8	63,090	5,257.50	2,418.23	34.55
9	64,761	5,396.75	2,482.28	35.46
10	66,904	5,575.33	2,564.42	36.63

15.2.2 Effective July 1, 2015 the following salary scale shall apply to each Assistant Instructor Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	52,682	4,390.17	2,019.30	28.85
2	54,349	4,529.08	2,083.19	29.76
3	55,986	4,665.50	2,145.94	30.66
4	57,600	4,800.00	2,207.80	31.54
5	59,047	4,920.58	2,263.27	32.33
6	60,495	5,041.25	2,318.77	33.13
7	61,942	5,161.83	2,374.23	33.92
8	63,721	5,310.08	2,442.42	34.89
9	65,409	5,450.75	2,507.12	35.82
10	67,573	5,631.08	2,590.07	37.00

15.2.3 Effective May 1, 2016 the following salary scale shall apply to each Assistant Instructor Employee, **including 0.45% Economic Stability Dividend (ESD)**:

STEP	Annual	Monthly	Biweekly	Hourly
1	52,919	4,409.92	2,028.38	28.98
2	54,594	4,549.50	2,092.58	29.89
3	56,238	4,686.50	2,155.60	30.79
4	57,859	4,821.58	2,217.73	31.68
5	59,313	4,942.75	2,273.46	32.48
6	60,767	5,063.92	2,329.19	33.27
7	62,221	5,185.08	2,384.93	34.07
8	64,008	5,334.00	2,453.42	35.05
9	65,703	5,475.25	2,518.39	35.98
10	67,877	5,656.42	2,601.72	37.17



15.2.4 Effective July 1, 2016 the following salary scale shall apply to each Assistant Instructor Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	53,184	4,432.00	2,038.54	29.12
2	54,867	4,572.25	2,103.05	30.04
3	56,519	4,709.92	2,166.37	30.95
4	58,148	4,845.67	2,228.81	31.84
5	59,610	4,967.50	2,284.85	32.64
6	61,071	5,089.25	2,340.85	33.44
7	62,532	5,211.00	2,396.85	34.24
8	64,328	5,360.67	2,465.69	35.22
9	66,032	5,502.67	2,531.00	36.16
10	68,216	5,684.67	2,614.71	37.35

15.2.5 Effective May 1, 2017 the following salary scale shall apply to each Assistant Instructor Employee, **including 0.35% Economic Stability Dividend (ESD)**:

STEP	Annual	Monthly	Biweekly	Hourly
1	53,902	4,491.83	2,066.06	29.52
2	55,608	4,634.00	2,131.45	30.45
3	57,282	4,773.50	2,195.61	31.37
4	58,933	4,911.08	2,258.90	32.27
5	60,415	5,034.58	2,315.70	33.08
6	61,895	5,157.92	2,372.43	33.89
7	63,376	5,281.33	2,429.20	34.70
8	65,196	5,433.00	2,498.96	35.70
9	66,923	5,576.92	2,565.15	36.65
10	69,137	5,761.42	2,650.02	37.86

15.2.6 Effective July 1, 2017 the following salary scale shall apply to each Assistant Instructor Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	54,172	4,514.33	2,076.41	29.66
2	55,886	4,657.17	2,142.11	30.60
3	57,568	4,797.33	2,206.58	31.52
4	59,228	4,935.67	2,270.20	32.43
5	60,717	5,059.75	2,327.28	33.25
6	62,204	5,183.67	2,384.27	34.06
7	63,693	5,307.75	2,441.35	34.88
8	65,522	5,460.17	2,511.45	35.88
9	67,258	5,604.83	2,577.99	36.83
10	69,483	5,790.25	2,663.28	38.05

15.2.7 Effective May 1, 2018 the following salary scale shall apply to each Assistant Instructor Employee, **including 0.4% Economic Stability Dividend (ESD)**:

STEP	Annual	Monthly	Biweekly	Hourly
1	54,930	4,577.50	2,105.46	30.08
2	56,668	4,722.33	2,172.08	31.03
3	58,374	4,864.50	2,237.47	31.96
4	60,057	5,004.75	2,301.98	32.89
5	61,567	5,130.58	2,359.86	33.71
6	63,075	5,256.25	2,417.66	34.54
7	64,585	5,382.08	2,475.54	35.36
8	66,439	5,536.58	2,546.60	36.38
9	68,200	5,683.33	2,614.10	37.34
10	70,456	5,871.33	2,700.57	38.58

15.2.8 Effective July 1, 2018 the following salary scale shall apply to each Assistant Instructor Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	55,205	4,600.42	2,116.00	30.23
2	56,951	4,745.92	2,182.93	31.18
3	58,666	4,888.83	2,248.66	32.12
4	60,357	5,029.75	2,313.48	33.05
5	61,875	5,156.25	2,371.66	33.88
6	63,390	5,282.50	2,429.73	34.71
7	64,908	5,409.00	2,487.92	35.54
8	66,771	5,564.25	2,559.33	36.56
9	68,541	5,711.75	2,627.17	37.53
10	70,808	5,900.67	2,714.06	38.77

15.2.9 Effective May 1, 2019 the following salary scale shall apply to each Assistant Instructor Employee, **including 0.75% Economic Stability Dividend (ESD)**:

STEP	Annual	Monthly	Biweekly	Hourly
1	56,171	4,680.92	2,153.03	30.76
2	57,948	4,829.00	2,221.14	31.73
3	59,693	4,974.42	2,288.03	32.69
4	61,413	5,117.75	2,353.95	33.63
5	62,958	5,246.50	2,413.17	34.47
6	64,499	5,374.92	2,472.24	35.32
7	66,044	5,503.67	2,531.46	36.16
8	67,939	5,661.58	2,604.10	37.20
9	69,740	5,811.67	2,673.13	38.19
10	72,047	6,003.92	2,761.56	39.45

## 15.3 Technical Staff Salary Scales

15.3.1. The salary scale for the category of Nurse in the Student Health Services Department shall be Technical Staff Step 7 -18.

15.3.2 Effective July 1, 2014 the following salary scale shall apply to each Technical Staff Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	36,963	3,080.25	1,416.79	20.24
2	38,160	3,180.00	1,462.67	20.90
3	39,421	3,285.08	1,511.00	21.59
4	40,598	3,383.17	1,556.12	22.23
5	41,944	3,495.33	1,607.71	22.97
6	43,297	3,608.08	1,659.57	23.71
7	44,666	3,722.17	1,712.04	24.46
8	45,994	3,832.83	1,762.95	25.18
9	47,346	3,945.50	1,814.77	25.93
10	48,921	4,076.75	1,875.14	26.79
11	50,540	4,211.67	1,937.19	27.67
12	52,160	4,346.67	1,999.29	28.56
13	53,811	4,484.25	2,062.57	29.47
14	55,432	4,619.33	2,124.70	30.35
15	57,030	4,752.50	2,185.95	31.23
16	58,664	4,888.67	2,248.59	32.12
17	60,213	5,017.75	2,307.96	32.97
18	62,203	5,183.58	2,384.24	34.06

15.3.3 Effective July 1, 2015 the following salary scale shall apply to each Technical Staff Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	37,333	3,111.08	1,430.97	20.44
2	38,542	3,211.83	1,477.31	21.10
3	39,815	3,317.92	1,526.11	21.80
4	41,004	3,417.00	1,571.68	22.45
5	42,363	3,530.25	1,623.77	23.20
6	43,730	3,644.17	1,676.17	23.95
7	45,113	3,759.42	1,729.18	24.70
8	46,454	3,871.17	1,780.58	25.44
9	47,819	3,984.92	1,832.90	26.18
10	49,410	4,117.50	1,893.88	27.06
11	51,045	4,253.75	1,956.55	27.95
12	52,682	4,390.17	2,019.30	28.85
13	54,349	4,529.08	2,083.19	29.76
14	55,986	4,665.50	2,145.94	30.66
15	57,600	4,800.00	2,207.80	31.54
16	59,251	4,937.58	2,271.09	32.44
17	60,815	5,067.92	2,331.03	33.30
18	62,825	5,235.42	2,408.08	34.40

15.3.4 Effective May 1, 2016 the following salary scale shall apply to each Technical Staff Employee, including 0.45% Economic Stability Dividend (ESD):

STEP	Annual	Monthly	Biweekly	Hourly
1	37,501	3,125.08	1,437.41	20.53
2	38,715	3,226.25	1,483.94	21.20
3	39,994	3,332.83	1,532.97	21.90
4	41,189	3,432.42	1,578.77	22.55
5	42,554	3,546.17	1,631.09	23.30
6	43,927	3,660.58	1,683.72	24.05
7	45,316	3,776.33	1,736.96	24.81
8	46,663	3,888.58	1,788.59	25.55
9	48,034	4,002.83	1,841.14	26.30
10	49,632	4,136.00	1,902.39	27.18
11	51,275	4,272.92	1,965.37	28.08
12	52,919	4,409.92	2,028.38	28.98
13	54,594	4,549.50	2,092.58	29.89
14	56,238	4,686.50	2,155.60	30.79
15	57,859	4,821.58	2,217.73	31.68
16	59,518	4,959.83	2,281.32	32.59
17	61,089	5,090.75	2,341.54	33.45
18	63,108	5,259.00	2,418.92	34.56

15.3.5 Effective July 1, 2016 the following salary scale shall apply to each Technical Staff Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	37,689	3,140.75	1,444.62	20.64
2	38,909	3,242.42	1,491.38	21.31
3	40,194	3,349.50	1,540.63	22.01
4	41,395	3,449.58	1,586.67	22.67
5	42,767	3,563.92	1,639.26	23.42
6	44,147	3,678.92	1,692.15	24.17
7	45,543	3,795.25	1,745.66	24.94
8	46,896	3,908.00	1,797.52	25.68
9	48,274	4,022.83	1,850.34	26.43
10	49,880	4,156.67	1,911.90	27.31
11	51,531	4,294.25	1,975.18	28.22
12	53,184	4,432.00	2,038.54	29.12
13	54,867	4,572.25	2,103.05	30.04
14	56,519	4,709.92	2,166.37	30.95
15	58,148	4,845.67	2,228.81	31.84
16	59,816	4,984.67	2,292.74	32.75
17	61,394	5,116.17	2,353.23	33.62
18	63,424	5,285.33	2,431.04	34.73

15.3.6 Effective May 1, 2017 the following salary scale shall apply to each Technical Staff Employee, including 0.35% Economic Stability Dividend (ESD):

STEP	Annual	Monthly	Biweekly	Hourly
1	38,198	3,183.17	1,464.13	20.92
2	39,434	3,286.17	1,511.50	21.59
3	40,737	3,394.75	1,561.45	22.31
4	41,954	3,496.17	1,608.09	22.97
5	43,344	3,612.00	1,661.37	23.73
6	44,743	3,728.58	1,715.00	24.50
7	46,158	3,846.50	1,769.23	25.27
8	47,529	3,960.75	1,821.78	26.03
9	48,926	4,077.17	1,875.33	26.79
10	50,553	4,212.75	1,937.69	27.68
11	52,227	4,352.25	2,001.86	28.60
12	53,902	4,491.83	2,066.06	29.52
13	55,608	4,634.00	2,131.45	30.45
14	57,282	4,773.50	2,195.61	31.37
15	58,933	4,911.08	2,258.90	32.27
16	60,624	5,052.00	2,323.71	33.20
17	62,223	5,185.25	2,385.00	34.07
18	64,280	5,356.67	2,463.85	35.20

15.3.7 Effective July 1, 2017 the following salary scale shall apply to each Technical Staff Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	38,389	3,199.08	1,471.45	21.02
2	39,631	3,302.58	1,519.05	21.70
3	40,941	3,411.75	1,569.26	22.42
4	42,164	3,513.67	1,616.14	23.09
5	43,561	3,630.08	1,669.69	23.85
6	44,967	3,747.25	1,723.58	24.62
7	46,389	3,865.75	1,778.09	25.40
8	47,767	3,980.58	1,830.90	26.16
9	49,171	4,097.58	1,884.72	26.92
10	50,806	4,233.83	1,947.39	27.82
11	52,488	4,374.00	2,011.86	28.74
12	54,172	4,514.33	2,076.41	29.66
13	55,886	4,657.17	2,142.11	30.60
14	57,568	4,797.33	2,206.58	31.52
15	59,228	4,935.67	2,270.20	32.43
16	60,927	5,077.25	2,335.33	33.36
17	62,534	5,211.17	2,396.92	34.24
18	64,601	5,383.42	2,476.15	35.37

15.3.8 Effective May 1, 2018 the following salary scale shall apply to each Technical Staff Employee, including 0.4% Economic Stability Dividend (ESD):

STEP	Annual	Monthly	Biweekly	Hourly
1	38,926	3,243.83	1,492.03	21.31
2	40,186	3,348.83	1,540.33	22.00
3	41,514	3,459.50	1,591.23	22.73
4	42,754	3,562.83	1,638.76	23.41
5	44,171	3,680.92	1,693.07	24.19
6	45,597	3,799.75	1,747.73	24.97
7	47,038	3,919.83	1,802.96	25.76
8	48,436	4,036.33	1,856.55	26.52
9	49,859	4,154.92	1,911.09	27.30
10	51,517	4,293.08	1,974.64	28.21
11	53,223	4,435.25	2,040.03	29.14
12	54,930	4,577.50	2,105.46	30.08
13	56,668	4,722.33	2,172.08	31.03
14	58,374	4,864.50	2,237.47	31.96
15	60,057	5,004.75	2,301.98	32.89
16	61,780	5,148.33	2,368.02	33.83
17	63,409	5,284.08	2,430.46	34.72
18	65,505	5,458.75	2,510.80	35.87

15.3.9 Effective July 1, 2018 the following salary scale shall apply to each Technical Staff Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	39,121	3,260.08	1,499.50	21.42
2	40,387	3,365.58	1,548.03	22.11
3	41,722	3,476.83	1,599.20	22.85
4	42,968	3,580.67	1,646.96	23.53
5	44,392	3,699.33	1,701.54	24.31
6	45,825	3,818.75	1,756.47	25.09
7	47,273	3,939.42	1,811.97	25.89
8	48,678	4,056.50	1,865.82	26.65
9	50,108	4,175.67	1,920.64	27.44
10	51,775	4,314.58	1,984.53	28.35
11	53,489	4,457.42	2,050.23	29.29
12	55,205	4,600.42	2,116.00	30.23
13	56,951	4,745.92	2,182.93	31.18
14	58,666	4,888.83	2,248.66	32.12
15	60,357	5,029.75	2,313.48	33.05
16	62,089	5,174.08	2,379.87	34.00
17	63,726	5,310.50	2,442.61	34.89
18	65,833	5,486.08	2,523.37	36.05

15.3.10 Effective May 1, 2019 the following salary scale shall apply to each Technical Staff Employee, including 0.75% Economic Stability Dividend (ESD):

STEP	Annual	Monthly	Biweekly	Hourly
1	39,806	3,317.17	1,525.76	21.80
2	41,094	3,424.50	1,575.13	22.50
3	42,452	3,537.67	1,627.18	23.25
4	43,720	3,643.33	1,675.78	23.94
5	45,169	3,764.08	1,731.32	24.73
6	46,627	3,885.58	1,787.21	25.53
7	48,100	4,008.33	1,843.67	26.34
8	49,530	4,127.50	1,898.48	27.12
9	50,985	4,248.75	1,954.25	27.92
10	52,681	4,390.08	2,019.26	28.85
11	54,425	4,535.42	2,086.11	29.80
12	56,171	4,680.92	2,153.03	30.76
13	57,948	4,829.00	2,221.14	31.73
14	59,693	4,974.42	2,288.03	32.69
15	61,413	5,117.75	2,353.95	33.63
16	63,176	5,264.67	2,421.53	34.59
17	64,841	5,403.42	2,485.35	35.50
18	66,985	5,582.08	2,567.53	36.68

## 15.4 Information Technology and Research

15.4.1 The Employees in the Information Technology Services Department and those holding the positions of Research Associate, Research Analyst, and Research Assistant shall be considered to be Technical Staff except for the provisions of the wage scales which follow.

15.4.2 Effective July 1, 2014 the following salary scales shall apply to the Employees in the Information Technology Services Department:

### Senior Systems Analyst / Research Associate

STEP	Annual	Monthly	Biweekly	Hourly
1	61,135	5,094.58	2,343.30	33.48
2	63,725	5,310.42	2,442.57	34.89
3	66,390	5,532.50	2,544.72	36.35
4	69,062	5,755.17	2,647.14	37.82
5	71,673	5,972.75	2,747.22	39.25
6	74,341	6,195.08	2,849.48	40.71
7	76,485	6,373.75	2,931.66	41.88
8	78,517	6,543.08	3,009.55	42.99
9	81,127	6,760.58	3,109.59	44.42

### Intermediate Systems Analyst / Research Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	49,851	4,154.25	1,910.78	27.30
2	52,323	4,360.25	2,005.54	28.65
3	54,938	4,578.17	2,105.77	30.08
4	57,525	4,793.75	2,204.93	31.50
5	60,078	5,006.50	2,302.78	32.90
6	62,696	5,224.67	2,403.13	34.33
7	64,498	5,374.83	2,472.20	35.32
8	66,204	5,517.00	2,537.59	36.25
9	68,396	5,699.67	2,621.61	37.45

### Junior Systems Analyst & Research Assistant

STEP	Annual	Monthly	Biweekly	Hourly
1	44,831	3,735.92	1,718.37	24.55
2	46,290	3,857.50	1,774.29	25.35
3	47,698	3,974.83	1,828.26	26.12
4	49,135	4,094.58	1,883.34	26.90
5	50,625	4,218.75	1,940.45	27.72
6	52,323	4,360.25	2,005.54	28.65
7	53,819	4,484.92	2,062.88	29.47
8	55,236	4,603.00	2,117.19	30.25
9	57,059	4,754.92	2,187.07	31.24



15.4.3 Effective July 1, 2015 the following salary scales shall apply to the Employees in the Information Technology Services Department:

Senior Systems Analyst / Research Associate

STEP	Annual	Monthly	Biweekly	Hourly
1	61,746	5,145.50	2,366.72	33.81
2	64,362	5,363.50	2,466.99	35.24
3	67,054	5,587.83	2,570.17	36.72
4	69,753	5,812.75	2,673.63	38.19
5	72,390	6,032.50	2,774.70	39.64
6	75,084	6,257.00	2,877.96	41.11
7	77,250	6,437.50	2,960.99	42.30
8	79,302	6,608.50	3,039.64	43.42
9	81,938	6,828.17	3,140.68	44.87

Intermediate Systems Analyst / Research Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	50,350	4,195.83	1,929.91	27.57
2	52,846	4,403.83	2,025.58	28.94
3	55,487	4,623.92	2,126.81	30.38
4	58,100	4,841.67	2,226.97	31.81
5	60,679	5,056.58	2,325.82	33.23
6	63,323	5,276.92	2,427.16	34.67
7	65,143	5,428.58	2,496.93	35.67
8	66,866	5,572.17	2,562.97	36.61
9	69,080	5,756.67	2,647.83	37.83

Junior Systems Analyst & Research Assistant

STEP	Annual	Monthly	Biweekly	Hourly
1	45,279	3,773.25	1,735.54	24.79
2	46,753	3,896.08	1,792.04	25.60
3	48,175	4,014.58	1,846.54	26.38
4	49,626	4,135.50	1,902.16	27.17
5	51,131	4,260.92	1,959.85	28.00
6	52,846	4,403.83	2,025.58	28.94
7	54,357	4,529.75	2,083.50	29.76
8	55,788	4,649.00	2,138.35	30.55
9	57,630	4,802.50	2,208.95	31.56

15.4.4 Effective May 1, 2016 the following salary scales shall apply to the Employees in the Information Technology Services Department, **including 0.45% Economic Stability Dividend (ESD)**:

Senior Systems Analyst / Research Associate

STEP	Annual	Monthly	Biweekly	Hourly
1	62,024	5,168.67	2,377.37	33.96
2	64,652	5,387.67	2,478.11	35.40
3	67,356	5,613.00	2,581.75	36.88
4	70,067	5,838.92	2,685.66	38.37
5	72,716	6,059.67	2,787.20	39.82
6	75,422	6,285.17	2,890.92	41.30
7	77,598	6,466.50	2,974.32	42.49
8	79,659	6,638.25	3,053.32	43.62
9	82,307	6,858.92	3,154.82	45.07

Intermediate Systems Analyst / Research Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	50,577	4,214.75	1,938.61	27.69
2	53,084	4,423.67	2,034.70	29.07
3	55,737	4,644.75	2,136.39	30.52
4	58,361	4,863.42	2,236.97	31.96
5	60,952	5,079.33	2,336.28	33.38
6	63,608	5,300.67	2,438.09	34.83
7	65,436	5,453.00	2,508.16	35.83
8	67,167	5,597.25	2,574.51	36.78
9	69,391	5,782.58	2,659.75	38.00

Junior Systems Analyst & Research Assistant

STEP	Annual	Monthly	Biweekly	Hourly
1	45,483	3,790.25	1,743.36	24.91
2	46,963	3,913.58	1,800.09	25.72
3	48,392	4,032.67	1,854.86	26.50
4	49,849	4,154.08	1,910.71	27.30
5	51,361	4,280.08	1,968.66	28.12
6	53,084	4,423.67	2,034.70	29.07
7	54,602	4,550.17	2,092.89	29.90
8	56,039	4,669.92	2,147.97	30.69
9	57,889	4,824.08	2,218.88	31.70

15.4.5 Effective July 1, 2016 the following salary scales shall apply to the Employees in the Information Technology Services Department:

Senior Systems Analyst / Research Associate

STEP	Annual	Monthly	Biweekly	Hourly
1	62,334	5,194.50	2,389.26	34.13
2	64,975	5,414.58	2,490.49	35.58
3	67,693	5,641.08	2,594.67	37.07
4	70,417	5,868.08	2,699.08	38.56
5	73,080	6,090.00	2,801.15	40.02
6	75,799	6,316.58	2,905.37	41.51
7	77,986	6,498.83	2,989.20	42.70
8	80,057	6,671.42	3,068.58	43.84
9	82,719	6,893.25	3,170.61	45.29

Intermediate Systems Analyst / Research Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	50,830	4,235.83	1,948.31	27.83
2	53,349	4,445.75	2,044.86	29.21
3	56,016	4,668.00	2,147.09	30.67
4	58,653	4,887.75	2,248.16	32.12
5	61,257	5,104.75	2,347.98	33.54
6	63,926	5,327.17	2,450.28	35.00
7	65,763	5,480.25	2,520.69	36.01
8	67,503	5,625.25	2,587.38	36.96
9	69,738	5,811.50	2,673.05	38.19

Junior Systems Analyst & Research Assistant

STEP	Annual	Monthly	Biweekly	Hourly
1	45,710	3,809.17	1,752.06	25.03
2	47,198	3,933.17	1,809.10	25.84
3	48,634	4,052.83	1,864.14	26.63
4	50,098	4,174.83	1,920.25	27.43
5	51,618	4,301.50	1,978.51	28.26
6	53,349	4,445.75	2,044.86	29.21
7	54,875	4,572.92	2,103.35	30.05
8	56,319	4,693.25	2,158.70	30.84
9	58,178	4,848.17	2,229.96	31.86

15.4.6 Effective May 1, 2017 the following salary scales shall apply to the Employees in the Information Technology Services Department, **including 0.35% Economic Stability Dividend (ESD)**:

Senior Systems Analyst / Research Associate

STEP	Annual	Monthly	Biweekly	Hourly
1	63,176	5,264.67	2,421.53	34.59
2	65,852	5,487.67	2,524.10	36.06
3	68,607	5,717.25	2,629.70	37.57
4	71,368	5,947.33	2,735.53	39.08
5	74,067	6,172.25	2,838.98	40.56
6	76,822	6,401.83	2,944.58	42.07
7	79,039	6,586.58	3,029.56	43.28
8	81,138	6,761.50	3,110.01	44.43
9	83,836	6,986.33	3,213.43	45.91

Intermediate Systems Analyst / Research Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	51,516	4,293.00	1,974.60	28.21
2	54,069	4,505.75	2,072.46	29.61
3	56,772	4,731.00	2,176.07	31.09
4	59,445	4,953.75	2,278.52	32.55
5	62,084	5,173.67	2,379.67	34.00
6	64,789	5,399.08	2,483.36	35.48
7	66,651	5,554.25	2,554.73	36.50
8	68,414	5,701.17	2,622.30	37.46
9	70,679	5,889.92	2,709.12	38.70

Junior Systems Analyst & Research Assistant

STEP	Annual	Monthly	Biweekly	Hourly
1	46,327	3,860.58	1,775.71	25.37
2	47,835	3,986.25	1,833.51	26.19
3	49,291	4,107.58	1,889.32	26.99
4	50,774	4,231.17	1,946.16	27.80
5	52,315	4,359.58	2,005.23	28.65
6	54,069	4,505.75	2,072.46	29.61
7	55,616	4,634.67	2,131.76	30.45
8	57,079	4,756.58	2,187.83	31.25
9	58,963	4,913.58	2,260.05	32.29

15.4.7 Effective July 1, 2017 the following salary scales shall apply to the Employees in the Information Technology Services Department:

Senior Systems Analyst / Research Associate

STEP	Annual	Monthly	Biweekly	Hourly
1	63,492	5,291.00	2,433.64	34.77
2	66,181	5,515.08	2,536.71	36.24
3	68,950	5,745.83	2,642.85	37.75
4	71,725	5,977.08	2,749.21	39.27
5	74,437	6,203.08	2,853.16	40.76
6	77,206	6,433.83	2,959.30	42.28
7	79,434	6,619.50	3,044.70	43.50
8	81,544	6,795.33	3,125.57	44.65
9	84,255	7,021.25	3,229.49	46.14

Intermediate Systems Analyst / Research Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	51,774	4,314.50	1,984.49	28.35
2	54,339	4,528.25	2,082.81	29.75
3	57,056	4,754.67	2,186.95	31.24
4	59,742	4,978.50	2,289.91	32.71
5	62,394	5,199.50	2,391.56	34.17
6	65,113	5,426.08	2,495.78	35.65
7	66,984	5,582.00	2,567.49	36.68
8	68,756	5,729.67	2,635.41	37.65
9	71,032	5,919.33	2,722.65	38.90

Junior Systems Analyst & Research Assistant

STEP	Annual	Monthly	Biweekly	Hourly
1	46,559	3,879.92	1,784.60	25.49
2	48,074	4,006.17	1,842.67	26.32
3	49,537	4,128.08	1,898.75	27.12
4	51,028	4,252.33	1,955.90	27.94
5	52,577	4,381.42	2,015.27	28.79
6	54,339	4,528.25	2,082.81	29.75
7	55,894	4,657.83	2,142.41	30.61
8	57,364	4,780.33	2,198.76	31.41
9	59,258	4,938.17	2,271.35	32.45

15.4.8 Effective May 1, 2018 the following salary scales shall apply to the Employees in the Information Technology Services Department, **including 0.4% Economic Stability Dividend (ESD)**:

Senior Systems Analyst / Research Associate

STEP	Annual	Monthly	Biweekly	Hourly
1	64,381	5,365.08	2,467.72	35.25
2	67,108	5,592.33	2,572.24	36.75
3	69,915	5,826.25	2,679.84	38.28
4	72,729	6,060.75	2,787.70	39.82
5	75,479	6,289.92	2,893.10	41.33
6	78,287	6,523.92	3,000.73	42.87
7	80,546	6,712.17	3,087.32	44.10
8	82,686	6,890.50	3,169.35	45.28
9	85,435	7,119.58	3,274.72	46.78

Intermediate Systems Analyst / Research Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	52,499	4,374.92	2,012.28	28.75
2	55,100	4,591.67	2,111.98	30.17
3	57,855	4,821.25	2,217.58	31.68
4	60,578	5,048.17	2,321.95	33.17
5	63,268	5,272.33	2,425.06	34.64
6	66,025	5,502.08	2,530.73	36.15
7	67,922	5,660.17	2,603.44	37.19
8	69,719	5,809.92	2,672.32	38.18
9	72,026	6,002.17	2,760.75	39.44

Junior Systems Analyst & Research Assistant

STEP	Annual	Monthly	Biweekly	Hourly
1	47,211	3,934.25	1,809.59	25.85
2	48,747	4,062.25	1,868.47	26.69
3	50,231	4,185.92	1,925.35	27.50
4	51,742	4,311.83	1,983.27	28.33
5	53,313	4,442.75	2,043.48	29.19
6	55,100	4,591.67	2,111.98	30.17
7	56,677	4,723.08	2,172.42	31.03
8	58,167	4,847.25	2,229.54	31.85
9	60,088	5,007.33	2,303.17	32.90

15.4.9 Effective July 1, 2018 the following salary scales shall apply to the Employees in the Information Technology Services Department:

Senior Systems Analyst / Research Associate

STEP	Annual	Monthly	Biweekly	Hourly
1	64,703	5,391.92	2,480.06	35.43
2	67,444	5,620.33	2,585.12	36.93
3	70,265	5,855.42	2,693.25	38.48
4	73,093	6,091.08	2,801.65	40.02
5	75,856	6,321.33	2,907.55	41.54
6	78,678	6,556.50	3,015.72	43.08
7	80,949	6,745.75	3,102.77	44.33
8	83,099	6,924.92	3,185.18	45.50
9	85,862	7,155.17	3,291.08	47.02

Intermediate Systems Analyst / Research Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	52,761	4,396.75	2,022.32	28.89
2	55,376	4,614.67	2,122.56	30.32
3	58,144	4,845.33	2,228.65	31.84
4	60,881	5,073.42	2,333.56	33.34
5	63,584	5,298.67	2,437.17	34.82
6	66,355	5,529.58	2,543.38	36.33
7	68,262	5,688.50	2,616.48	37.38
8	70,068	5,839.00	2,685.70	38.37
9	72,386	6,032.17	2,774.55	39.64

Junior Systems Analyst & Research Assistant

STEP	Annual	Monthly	Biweekly	Hourly
1	47,447	3,953.92	1,818.64	25.98
2	48,991	4,082.58	1,877.82	26.83
3	50,482	4,206.83	1,934.97	27.64
4	52,001	4,333.42	1,993.19	28.47
5	53,580	4,465.00	2,053.72	29.34
6	55,376	4,614.67	2,122.56	30.32
7	56,960	4,746.67	2,183.27	31.19
8	58,458	4,871.50	2,240.69	32.01
9	60,388	5,032.33	2,314.67	33.07

15.4.10 Effective May 1, 2019 the following salary scales shall apply to the Employees in the Information Technology Services Department, **including 0.75% Economic Stability Dividend (ESD)**:

Senior Systems Analyst / Research Associate

STEP	Annual	Monthly	Biweekly	Hourly
1	65,835	5,486.25	2,523.45	36.05
2	68,624	5,718.67	2,630.35	37.58
3	70,968	5,914.00	2,720.20	38.86
4	74,372	6,197.67	2,850.67	40.72
5	77,183	6,431.92	2,958.42	42.26
6	80,055	6,671.25	3,068.50	43.84
7	82,366	6,863.83	3,157.08	45.10
8	84,553	7,046.08	3,240.91	46.30
9	87,365	7,280.42	3,348.69	47.84

Intermediate Systems Analyst / Research Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	53,684	4,473.67	2,057.70	29.40
2	56,345	4,695.42	2,159.70	30.85
3	59,162	4,930.17	2,267.67	32.40
4	61,946	5,162.17	2,374.38	33.92
5	64,699	5,391.58	2,479.91	35.43
6	67,516	5,626.33	2,587.88	36.97
7	69,457	5,788.08	2,662.28	38.03
8	71,294	5,941.17	2,732.69	39.04
9	73,653	6,137.75	2,823.11	40.33

Junior Systems Analyst & Research Assistant

STEP	Annual	Monthly	Biweekly	Hourly
1	48,277	4,023.08	1,850.45	26.44
2	49,848	4,154.00	1,910.67	27.30
3	51,365	4,280.42	1,968.82	28.13
4	52,911	4,409.25	2,028.07	28.97
5	54,518	4,543.17	2,089.67	29.85
6	56,345	4,695.42	2,159.70	30.85
7	57,957	4,829.75	2,221.49	31.74
8	59,481	4,956.75	2,279.90	32.57
9	61,445	5,120.42	2,355.18	33.65



## 15.5 Laboratory Helpers

15.5.1 Effective July 1, 2014 the following salary scale shall apply to Laboratory Helpers:

STEP	Annual	Monthly	Biweekly	Hourly
1	33,746	2,812.17	1,293.48	18.48
2	34,528	2,877.33	1,323.46	18.91
3	35,419	2,951.58	1,357.61	19.39
4	36,964	3,080.33	1,416.83	20.24

15.5.2 Effective July 1, 2015 the following salary scale shall apply to Laboratory Helpers:

STEP	Annual	Monthly	Biweekly	Hourly
1	34,083	2,840.25	1,306.40	18.66
2	34,873	2,906.08	1,336.68	19.10
3	35,773	2,981.08	1,371.18	19.59
4	37,334	3,111.17	1,431.01	20.44

15.5.3 Effective May 1, 2016 the following salary scale shall apply to Laboratory Helpers, **including 0.45% Economic Stability Dividend (ESD)**:

STEP	Annual	Monthly	Biweekly	Hourly
1	34,236	2,853.00	1,312.26	18.75
2	35,030	2,919.17	1,342.70	19.18
3	35,934	2,994.50	1,377.35	19.68
4	37,502	3,125.17	1,437.45	20.53

15.5.4 Effective July 1, 2016 the following salary scale shall apply to Laboratory Helpers:

STEP	Annual	Monthly	Biweekly	Hourly
1	34,407	2,867.25	1,318.82	18.84
2	35,205	2,933.75	1,349.40	19.28
3	36,114	3,009.50	1,384.25	19.77
4	37,690	3,140.83	1,444.65	20.64

15.5.5 Effective May 1, 2017 the following salary scale shall apply to Laboratory Helpers, **including 0.35% Economic Stability Dividend (ESD)**:

STEP	Annual	Monthly	Biweekly	Hourly
1	34,871	2,905.92	1,336.60	19.09
2	35,680	2,973.33	1,367.61	19.54
3	36,602	3,050.17	1,402.95	20.04
4	38,199	3,183.25	1,464.16	20.92

15.5.6 Effective July 1, 2017 the following salary scale shall apply to Laboratory Helpers:

STEP	Annual	Monthly	Biweekly	Hourly
1	35,045	2,920.42	1,343.27	19.19
2	35,858	2,988.17	1,374.43	19.63
3	36,785	3,065.42	1,409.97	20.14
4	38,390	3,199.17	1,471.49	21.02

15.5.7 Effective May 1, 2018 the following salary scale shall apply to Laboratory Helpers, **including 0.4% Economic Stability Dividend (ESD):**

STEP	Annual	Monthly	Biweekly	Hourly
1	35,536	2,961.33	1,362.09	19.46
2	36,360	3,030.00	1,393.68	19.91
3	37,300	3,108.33	1,429.71	20.42
4	38,927	3,243.92	1,492.07	21.32

15.5.8 Effective July 1, 2018 the following salary scale shall apply to Laboratory Helpers:

STEP	Annual	Monthly	Biweekly	Hourly
1	35,714	2,976.17	1,368.91	19.56
2	36,542	3,045.17	1,400.65	20.01
3	37,487	3,123.92	1,436.87	20.53
4	39,122	3,260.17	1,499.54	21.42

15.5.9 Effective May 1, 2019 the following salary scale shall apply to Laboratory Helpers, **including 0.75% Economic Stability Dividend (ESD):**

STEP	Annual	Monthly	Biweekly	Hourly
1	36,339	3,028.25	1,392.87	19.90
2	37,181	3,098.42	1,425.14	20.36
3	38,143	3,178.58	1,462.02	20.89
4	39,807	3,317.25	1,525.80	21.80

## 15.6 Administrative Allowances (Level 1 & 2)

- 15.6.1 Employees receiving Level 1 allowances will be paid as follows, **including 0.75% Economic Stability Dividend (ESD) applied to rates on May 1, 2019:**

	Annual	Monthly	Biweekly	Hourly
July 1, 2014	3182.93	265.24	122.00	1.74
July 1, 2015	3214.76	267.90	123.22	1.76
May 1, 2016	3229.23	269.10	123.78	1.77
July 1, 2016	3245.38	270.45	124.40	1.78
May 1, 2017	3289.19	273.15	126.07	1.80
July 1, 2017	3305.64	274.52	126.70	1.81
May 1, 2018	3351.92	279.33	128.48	1.84
July 1, 2018	3368.68	280.72	129.12	1.84
May 1, 2019	3427.63	285.64	131.38	1.88

- 15.6.2 Employees receiving Level 2 allowances will be paid as follows, **including 0.75% Economic Stability Dividend (ESD) applied to rates on May 1, 2019:**

	Annual	Monthly	Biweekly	Hourly
July 1, 2014	1569.28	130.77	60.15	0.86
July 1, 2015	1584.97	132.08	60.75	0.87
May 1, 2016	1592.10	132.68	61.03	0.87
July 1, 2016	1600.06	133.34	61.33	0.88
May 1, 2017	1621.66	134.67	62.16	0.89
July 1, 2017	1629.77	135.35	62.47	0.89
May 1, 2018	1652.59	137.72	63.34	0.90
July 1, 2018	1660.85	138.4	63.66	0.91
May 1, 2019	1689.91	140.83	64.77	0.93

## 15.7 Student Employees and Markers

### 15.7.1 Student Employees, Work Study Students, and Challenge Program Students

The parties agree that the rates for Student Employees, Work Study Students and Challenge Program Students will be as follows:

These rates are inclusive of vacation pay and paid holiday pay, **including 0.75% Economic Stability Dividend (ESD) applied to rates effective May 1, 2019:**

Hourly	
July 1, 2014	13.89
July 1, 2015	14.03
May 1, 2016	14.09
July 1, 2016	14.16
May 1, 2017	14.35
July 1, 2017	14.42
May 1, 2018	14.62
July 1, 2018	14.69
May 1, 2019	14.95

### 15.7.2 Markers

The parties agree that the rates for Markers will be as follows:

These rates are inclusive of vacation pay and paid holiday pay, **including 0.75% Economic Stability Dividend (ESD) applied to rates effective May 1, 2019:**

Hourly	
July 1, 2014	30.25
July 1, 2015	30.55
May 1, 2016	30.69
July 1, 2016	30.84
May 1, 2017	31.26
July 1, 2017	31.42
May 1, 2018	31.86
July 1, 2018	32.02
May 1, 2019	32.58

## 15.8 Part-Time Studies Rates

### 15.8.1 Instructors/Lecturers

The parties agree that the rates for Instructors/Lecturers will be as follows:

These rates are inclusive of vacation pay and paid holiday pay, **including 0.75% Economic Stability Dividend (ESD) applied to rates effective May 1, 2019:**

Teaching Experience	0-1 Years	2 Years	3 Years
July 1, 2014	60.03	75.02	90.04
July 1, 2015	60.63	75.77	90.94
May 1, 2016	60.90	76.11	91.35
July 1, 2016	61.20	76.49	91.81
May 1, 2017	62.03	77.52	93.05
July 1, 2017	62.34	77.91	93.52
May 1, 2018	63.21	79	94.83
July 1, 2018	63.53	79.40	95.30
May 1, 2019	64.64	80.79	96.97

### 15.8.2 Lab Assistants/Demonstrators

The parties agree that the rates for Lab Assistants/Demonstrators in Part-Time Studies will be as follows:

These rates are inclusive of vacation pay and paid holiday pay, **including 0.75% Economic Stability Dividend (ESD) applied to rates effective May 1, 2019:**

	Hourly
July 1, 2014	45.05
July 1, 2015	45.50
May 1, 2016	45.70
July 1, 2016	45.93
May 1, 2017	46.55
July 1, 2017	46.78
May 1, 2018	47.43
July 1, 2018	47.67
May 1, 2019	48.50

### 15.8.3 PTS Administration

These rates are inclusive of vacation pay and paid holiday pay, **including 0.75% Economic Stability Dividend (ESD) applied to rates effective May 1, 2019:**

	Hourly
July 1, 2014	45.02
July 1, 2015	45.47
May 1, 2016	45.67
July 1, 2016	45.90
May 1, 2017	46.52
July 1, 2017	46.75
May 1, 2018	47.40
July 1, 2018	47.64
May 1, 2019	48.47

## 15.16 Qualification Differential

- 15.16.1 Employees who have been at the top of the salary scale for a minimum of twelve (12) months and hold either a Master's or a Doctoral degree from a recognized university, will be paid a qualification differential as follows, **including 0.75% Economic Stability Dividend (ESD) applied to rates effective May 1, 2019:**

	Annual	Monthly	Biweekly	Hourly
July 1, 2014	571.63	47.64	21.91	N/A
July 1, 2015	577.35	48.11	22.13	N/A
May 1, 2016	579.95	48.33	22.23	N/A
July 1, 2016	582.85	48.57	22.34	N/A
May 1, 2017	590.72	49.23	22.64	N/A
July 1, 2017	593.67	49.47	22.76	N/A
May 1, 2018	601.98	50.17	23.07	N/A
July 1, 2018	604.99	50.42	23.19	N/A
May 1, 2019	615.58	51.30	23.60	N/A

- 15.16.2 Qualified part-time Employees will receive the differential on a pro- rata basis.

## 15.18 Curriculum Development

### 15.18 Curriculum Development

The Parties agree (pursuant to Memorandum of Agreement 99FSA15) that the rates for Curriculum Development (CD), to be paid for each hour of assigned CD work, will be equal to one-half the PTS Instructor rate of pay, namely:

These rates are inclusive of vacation pay and paid holiday pay, **including 0.75% Economic Stability Dividend (ESD) applied to rates effective May 1, 2019:**

	Hourly
July 1, 2014	45.02
July 1, 2015	45.47
May 1, 2016	45.67
July 1, 2016	45.90
May 1, 2017	46.52
July 1, 2017	46.75
May 1, 2018	47.40
July 1, 2018	47.64
May 1, 2019	48.47

## Appendix 7 – Economic Stability Dividend

### Definitions

1. In this Letter of Agreement:

“Collective agreement year” means each twelve (12) month period commencing on the first day of the renewed collective agreement. For example, the collective agreement year for a collective agreement that commences on April 1, 2014 is April 1, 2014 to March 31, 2015 and each period from April 1 to March 31 for the term of the collective agreement.

“Economic Forecast Council” means the Economic Forecast Council appointed under s. 4 of the *Budget Transparency and Accountability Act*, [S.B.C. 2000] c. 23.

“Forecast GDP” means the average forecast for British Columbia’s real GDP growth made by the Economic Forecast Council and as reported in the annual February budget of the government.

“Fiscal year” means the fiscal year of the government as defined in the *Financial Administration Act* [1996 S.B.C.] c. 138 as ‘the period from April 1 in one year to March 31 in the next year’.

“Calendar year” is a twelve (12) month period starting January 1<sup>st</sup> and ending December 31<sup>st</sup> of the same year based upon the Gregorian calendar.

“GDP” or “Gross Domestic Product” for the purposes of this LOA means the expenditure side value of all goods and services produced in British Columbia for a given year as stated in the BC Economic Accounts.

“GWI” or “General Wage Increase” means a general wage increase resulting from the formula set out in this LOA and applied as a percentage increase to all wage rates in the collective agreement on the first pay day after the commencement of the eleventh (11<sup>th</sup>) month in a collective agreement year.

“Real GDP” means the GDP for the previous fiscal year expressed in constants dollars and adjusted for inflation produced by Statistics Canada’s Provincial and Territorial Gross Domestic Product by Income and by Expenditure Accounts (also known as the provincial and territorial economic accounts) and published as “Real Gross Domestic Product at Market Prices” currently in November of each year.

### The Economic Stability Dividend

2. The Economic Stability Dividend shares the benefits of economic growth between employees in the public sector and the Province contingent on growth in BC’s real GDP.
3. Employees will receive a general wage increase (GWI) equal to one-half ( $\frac{1}{2}$ ) of any percentage gain in real GDP above the forecast of the Economic Forecast Council for the relevant calendar year.
4. For greater clarity and as an example only, if real GDP were one percent (1%) above forecast real GDP then employees would be entitled to a GWI of one-half ( $\frac{1}{2}$ ) of one percent (0.5%).

### Annual Calculation and publication of the Economic Stability Dividend

5. The Economic Stability Dividend will be calculated on an annual basis by the Minister of Finance for each collective agreement year commencing in 2015/16 to 2018/19 and published through the PSEC Secretariat.



6. The timing in each calendar year will be as follows:
- (i) February Budget – Forecast GDP for the upcoming calendar year;
  - (ii) November of the following calendar year – Real GDP published for the previous calendar year;
  - (iii) November – Calculation by the Minister of Finance of fifty percent (50%) of the difference between the Forecast GDP and the Real GDP for the previous calendar year;
  - (iv) Advice from the PSEC Secretariat to employers' associations, employers and unions of the percentage allowable General Wage Increase, if any, for each bargaining unit or group with authorization to employers to implement the Economic Stability Dividend.

7. For greater clarity and as an example only:

For collective agreement year 3 (2016/17):

- (i) February 2015 – Forecast GDP for calendar 2015;
- (ii) November 2016 – Real GDP published for calendar 2015;
- (iii) November 2016 – Calculation of the fifty percent (50%) of the difference between the 2015 Forecast GDP and the 2015 Real GDP by the Minister of Finance through the PSEC Secretariat;
- (iv) Direction from the PSEC Secretariat to employers' associations, employers and unions of the percentage allowable General Wage Increase, if any, for each bargaining unit or group with authorization to employers to implement the Economic Stability Dividend;
- (v) Payment will be made concurrent with the General Wage Increases on the first pay period after respectively February 1, 2016, February 1, 2017, February 1, 2018 and February 1, 2019.

#### Availability of the Economic Stability Dividend

8. The Economic Stability Dividend will be provided for each of the following collective agreement years: 2015/16 (based on 2014 GDP); 2016/17 (based on 2015 GDP); 2017/18 (based on 2016 GDP); and, 2018/19 (based on 2017 GDP).

#### Allowable Method of Payment of the Economic Stability Dividend

9. Employers must apply the Economic Stability Dividend as a percentage increase only on collective agreement wage rates for no other purpose or form.