



OFFICE OF THE
SECRETARY
2016 OCT 13 PM 5:05

MURIEL BOWSER
MAYOR

OCT 13 2016

The Honorable Phil Mendelson
Chairman
Council of the District of Columbia
1350 Pennsylvania Ave, N.W., Suite 504
Washington, D.C. 20004

Dear Chairman Mendelson:

In accordance with the provisions of D.C. Official Code §1-611.11(i)(4), §1-611.05(d) and §1-608.58(b), I am forwarding to you the proposed compensation resolution entitled "University of the District of Columbia Career, Educational and Legal Service Non-Collective Bargaining Unit Employees Compensation System Changes Approval Resolution of 2016" for consideration and approval by the Council of the District of Columbia.

This resolution would authorize cost-of-living adjustments (COLAs) of three percent (3.0%) for Career, Educational and Legal Service non-collective bargaining unit employees for Fiscal Year 2017. The proposed adjustments will be effective as of October 1, 2016. The approval of this resolution will further the District's goal of pay parity between union and nonunion employees in light of the fact that the covered non-union employees have received only one COLA in the last ten years.

Also included are: (1) UDC Board of Trustees Resolution No. 2016-31, (2) a Fiscal Impact Statement, and (3) a Legal Sufficiency Statement.

I respectfully request that the Council favorably consider the enclosed resolution and compensation system changes. I appreciate your attention to the resolution of this long standing matter between the University and its non-union employees. Please do not hesitate to contact Patricia Cornwell Johnson, Vice President of Human Resources, patricia.johnson3@udc.edu, at 202-274-6283, with any questions you may have.

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser".

Muriel Bowser

Enclosures

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Chairman Phil Mendelson
at the request of the Mayor

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

Chairman Phil Mendelson, at the request of the Mayor, introduced the following resolution that was referred to the Committee on _____.

To approve the compensation system changes submitted by the Board of Trustees of the University of the District of Columbia for the Career, Educational and Legal Service Non-Collective Bargaining Unit Employees

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, that this resolution may be cited as the "University of the District of Columbia Career, Educational and Legal Service Non-Collective Bargaining Unit Employees Compensation System Changes Approval Resolution of 2016."

Sec. 2. Pursuant to §1106 of the District of Columbia Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-139; D.C. Official Code §1-611.11(i)(4), §1-611.05(d) and §1-608.58(b), the Council approves the compensation system changes, recommended by the Board of Trustees of the University of the District of Columbia (hereafter "the Board") for the Career, Educational and Legal Service Non-Collective Bargaining Unit Employees. The compensation system changes were transmitted to the Council by the Mayor at the request of the Board on _____ and are reflected in the attached pay schedules and the resolution adopted by the Board at a meeting on July 26, 2016.

Sec. 3. The compensation system changes approved by section 2 of the resolution shall become effective as of the 1st day of the 1st pay period beginning on or after October 1, 2016.

Sec. 4. Fiscal Impact Statement.

The Council adopts the fiscal impact statement in the Committee report as the Fiscal Impact Statement required by section 602(c)(3) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 813; D.C. Official Code §1-206.02(c)(3)).

Sec. 5. The Secretary of the Council shall transmit a copy of this resolution, upon its adoption, to the University of the District of Columbia Board of Trustees and the Mayor.

Sec. 6. This resolution shall take effect immediately.

DS0057

UDC Non Union Clerical Services Salary Schedule
Current Salary Plan Effective 4/72013

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
2	\$ 21,144.00	\$ 21,716.00	\$ 22,288.00	\$ 22,860.00	\$ 23,432.00	\$ 24,004.00	\$ 24,576.00	\$ 25,148.00	\$ 25,720.00	\$ 26,292.00
3	\$ 22,940.00	\$ 23,573.00	\$ 24,206.00	\$ 24,839.00	\$ 25,472.00	\$ 26,105.00	\$ 26,738.00	\$ 27,371.00	\$ 28,004.00	\$ 28,637.00
4	\$ 24,150.00	\$ 24,856.00	\$ 25,562.00	\$ 26,268.00	\$ 26,974.00	\$ 27,680.00	\$ 28,386.00	\$ 29,092.00	\$ 29,798.00	\$ 30,504.00
5	\$ 26,040.00	\$ 26,833.00	\$ 27,626.00	\$ 28,419.00	\$ 29,212.00	\$ 30,005.00	\$ 30,798.00	\$ 31,591.00	\$ 32,384.00	\$ 33,177.00
6	\$ 28,860.00	\$ 29,741.00	\$ 30,622.00	\$ 31,503.00	\$ 32,384.00	\$ 33,265.00	\$ 34,146.00	\$ 35,027.00	\$ 35,908.00	\$ 36,789.00
7	\$ 31,887.00	\$ 32,868.00	\$ 33,849.00	\$ 34,830.00	\$ 35,811.00	\$ 36,792.00	\$ 37,773.00	\$ 38,754.00	\$ 39,735.00	\$ 40,716.00

UDC Non Union Clerical Services Salary Schedule
Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
2	\$ 21,778.32	\$ 22,367.48	\$ 22,956.64	\$ 23,545.80	\$ 24,134.96	\$ 24,724.12	\$ 25,313.28	\$ 25,902.44	\$ 26,491.60	\$ 27,080.76
3	\$ 23,628.20	\$ 24,280.19	\$ 24,932.18	\$ 25,584.17	\$ 26,236.16	\$ 26,888.15	\$ 27,540.14	\$ 28,192.13	\$ 28,844.12	\$ 29,496.11
4	\$ 24,874.50	\$ 25,601.68	\$ 26,328.86	\$ 27,056.04	\$ 27,783.22	\$ 28,510.40	\$ 29,237.58	\$ 29,964.76	\$ 30,691.94	\$ 31,419.12
5	\$ 26,821.20	\$ 27,637.99	\$ 28,454.78	\$ 29,271.57	\$ 30,088.36	\$ 30,905.15	\$ 31,721.94	\$ 32,538.73	\$ 33,355.52	\$ 34,172.31
6	\$ 29,725.80	\$ 30,633.23	\$ 31,540.66	\$ 32,448.09	\$ 33,355.52	\$ 34,262.95	\$ 35,170.38	\$ 36,077.81	\$ 36,985.24	\$ 37,892.67
7	\$ 32,843.61	\$ 33,854.04	\$ 34,864.47	\$ 35,874.90	\$ 36,885.33	\$ 37,895.76	\$ 38,906.19	\$ 39,916.62	\$ 40,927.05	\$ 41,937.48

UDC Non Union Administrative Salary Schedule

DS0058

Current Salary Plan Effective 4/1/2013

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
1	\$ 183,350.00	\$ 192,518.00	\$ 202,145.00	\$ 212,252.00	\$ 235,930.00	\$ 303,850.00				
1A	\$ 137,932.00	\$ 141,454.00	\$ 144,976.00	\$ 148,497.00	\$ 152,019.00	\$ 155,540.00	\$ 159,062.00	\$ 162,583.00	\$ 166,105.00	\$ 169,627.00
2A	\$ 101,264.00	\$ 104,672.00	\$ 108,079.00	\$ 111,486.00	\$ 114,893.00	\$ 118,301.00	\$ 121,708.00	\$ 125,115.00	\$ 128,522.00	\$ 131,930.00
2B	\$ 94,807.00	\$ 97,956.00	\$ 101,105.00	\$ 104,254.00	\$ 107,402.00	\$ 110,551.00	\$ 113,700.00	\$ 116,848.00	\$ 119,997.00	\$ 123,146.00
3	\$ 80,078.00	\$ 83,219.00	\$ 86,359.00	\$ 89,500.00	\$ 92,640.00	\$ 95,781.00	\$ 98,921.00	\$ 102,062.00	\$ 105,202.00	\$ 108,343.00
4	\$ 71,004.00	\$ 73,725.00	\$ 76,447.00	\$ 79,168.00	\$ 81,889.00	\$ 84,610.00	\$ 87,332.00	\$ 90,053.00	\$ 92,774.00	\$ 95,495.00
5	\$ 63,386.00	\$ 65,802.00	\$ 68,217.00	\$ 70,632.00	\$ 73,048.00	\$ 75,463.00	\$ 77,878.00	\$ 80,294.00	\$ 82,709.00	\$ 85,124.00
6	\$ 59,661.00	\$ 61,986.00	\$ 64,312.00	\$ 66,638.00	\$ 68,964.00	\$ 71,289.00	\$ 73,615.00	\$ 75,941.00	\$ 78,267.00	\$ 80,592.00
7	\$ 53,872.00	\$ 55,952.00	\$ 58,031.00	\$ 60,111.00	\$ 62,190.00	\$ 64,270.00	\$ 66,350.00	\$ 68,429.00	\$ 70,509.00	\$ 72,588.00
8	\$ 48,993.00	\$ 50,871.00	\$ 52,748.00	\$ 54,626.00	\$ 56,504.00	\$ 58,381.00	\$ 60,259.00	\$ 62,137.00	\$ 64,015.00	\$ 65,892.00
9	\$ 41,079.00	\$ 42,666.00	\$ 44,252.00	\$ 45,838.00	\$ 47,424.00	\$ 49,010.00	\$ 50,597.00	\$ 52,183.00	\$ 53,769.00	\$ 55,355.00
10	\$ 37,283.00	\$ 38,728.00	\$ 40,173.00	\$ 41,618.00	\$ 43,063.00	\$ 44,508.00	\$ 45,953.00	\$ 47,399.00	\$ 48,844.00	\$ 50,289.00
11	\$ 34,050.00	\$ 35,339.00	\$ 36,629.00	\$ 37,918.00	\$ 39,208.00	\$ 40,498.00	\$ 41,787.00	\$ 43,077.00	\$ 44,366.00	\$ 45,656.00
12	\$ 31,110.00	\$ 32,303.00	\$ 33,496.00	\$ 34,688.00	\$ 35,881.00	\$ 37,074.00	\$ 38,267.00	\$ 39,459.00	\$ 40,652.00	\$ 41,845.00
13	\$ 28,209.00	\$ 29,283.00	\$ 30,357.00	\$ 31,431.00	\$ 32,506.00	\$ 33,580.00	\$ 34,654.00	\$ 35,729.00	\$ 36,803.00	\$ 37,877.00
14	\$ 25,431.00	\$ 26,422.00	\$ 27,412.00	\$ 28,403.00	\$ 29,394.00	\$ 30,385.00	\$ 31,376.00	\$ 32,367.00	\$ 33,358.00	\$ 34,348.00
15	\$ 21,958.00	\$ 22,786.00	\$ 23,614.00	\$ 24,442.00	\$ 25,270.00	\$ 26,098.00	\$ 26,926.00	\$ 27,754.00	\$ 28,583.00	\$ 29,411.00

UDC Non Union Administrative Salary Schedule

DS0058

Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
1	\$ 188,850.50	\$ 198,293.54	\$ 208,209.35	\$ 218,619.56	\$ 243,007.90	\$ 312,965.50				
1A	\$ 142,069.96	\$ 145,697.62	\$ 149,325.28	\$ 152,951.91	\$ 156,579.57	\$ 160,206.20	\$ 163,833.86	\$ 167,460.49	\$ 171,088.15	\$ 174,715.81
2A	\$ 104,301.92	\$ 107,812.16	\$ 111,321.37	\$ 114,830.58	\$ 118,339.79	\$ 121,850.03	\$ 125,359.24	\$ 128,868.45	\$ 132,377.66	\$ 135,887.90
2B	\$ 97,651.21	\$ 100,894.68	\$ 104,138.15	\$ 107,381.62	\$ 110,624.06	\$ 113,867.53	\$ 117,111.00	\$ 120,353.44	\$ 123,596.91	\$ 126,840.38
3	\$ 82,480.34	\$ 85,715.57	\$ 88,949.77	\$ 92,185.00	\$ 95,419.20	\$ 98,654.43	\$ 101,888.63	\$ 105,123.86	\$ 108,358.06	\$ 111,593.29
4	\$ 73,134.12	\$ 75,936.75	\$ 78,740.41	\$ 81,543.04	\$ 84,345.67	\$ 87,148.30	\$ 89,951.96	\$ 92,754.59	\$ 95,557.22	\$ 98,359.85
5	\$ 65,287.58	\$ 67,776.06	\$ 70,263.51	\$ 72,750.96	\$ 75,239.44	\$ 77,726.89	\$ 80,214.34	\$ 82,702.82	\$ 85,190.27	\$ 87,677.72
6	\$ 61,450.83	\$ 63,845.58	\$ 66,241.36	\$ 68,637.14	\$ 71,032.92	\$ 73,427.67	\$ 75,823.45	\$ 78,219.23	\$ 80,615.01	\$ 83,009.76
7	\$ 55,488.16	\$ 57,630.56	\$ 59,771.93	\$ 61,914.33	\$ 64,055.70	\$ 66,198.10	\$ 68,340.50	\$ 70,481.87	\$ 72,624.27	\$ 74,765.64
8	\$ 50,462.79	\$ 52,397.13	\$ 54,330.44	\$ 56,264.78	\$ 58,199.12	\$ 60,132.43	\$ 62,066.77	\$ 64,001.11	\$ 65,935.45	\$ 67,868.76
9	\$ 42,311.37	\$ 43,945.98	\$ 45,579.56	\$ 47,213.14	\$ 48,846.72	\$ 50,480.30	\$ 52,114.91	\$ 53,748.49	\$ 55,382.07	\$ 57,015.65
10	\$ 38,401.49	\$ 39,889.84	\$ 41,378.19	\$ 42,866.54	\$ 44,354.89	\$ 45,843.24	\$ 47,331.59	\$ 48,820.97	\$ 50,309.32	\$ 51,797.67
11	\$ 35,071.50	\$ 36,399.17	\$ 37,727.87	\$ 39,055.54	\$ 40,384.24	\$ 41,712.94	\$ 43,040.61	\$ 44,369.31	\$ 45,696.98	\$ 47,025.68
12	\$ 32,043.30	\$ 33,272.09	\$ 34,500.88	\$ 35,728.64	\$ 36,957.43	\$ 38,186.22	\$ 39,415.01	\$ 40,642.77	\$ 41,871.56	\$ 43,100.35
13	\$ 29,055.27	\$ 30,161.49	\$ 31,267.71	\$ 32,373.93	\$ 33,481.18	\$ 34,587.40	\$ 35,693.62	\$ 36,800.87	\$ 37,907.09	\$ 39,013.31
14	\$ 26,193.93	\$ 27,214.66	\$ 28,234.36	\$ 29,255.09	\$ 30,275.82	\$ 31,296.55	\$ 32,317.28	\$ 33,338.01	\$ 34,358.74	\$ 35,378.44
15	\$ 22,616.74	\$ 23,469.58	\$ 24,322.42	\$ 25,175.26	\$ 26,028.10	\$ 26,880.94	\$ 27,733.78	\$ 28,586.62	\$ 29,440.49	\$ 30,293.33

UDC Non Union Legal Service
 Current Salary Plan Effective 4/1/2013

DS0059

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
2A	\$ 121,119.00	\$ 124,779.00	\$ 128,439.00	\$ 132,099.00	\$ 135,759.00	\$ 139,419.00	\$ 143,079.00	\$ 146,739.00	\$ 150,399.00	\$ 154,059.00
2B	\$ 104,130.00	\$ 107,169.00	\$ 110,208.00	\$ 113,247.00	\$ 116,286.00	\$ 119,325.00	\$ 122,364.00	\$ 125,403.00	\$ 128,442.00	\$ 131,481.00
3	\$ 88,877.00	\$ 91,466.00	\$ 94,055.00	\$ 96,644.00	\$ 99,233.00	\$ 101,822.00	\$ 104,411.00	\$ 107,000.00	\$ 109,589.00	\$ 112,178.00
4	\$ 75,744.00	\$ 77,944.00	\$ 80,144.00	\$ 82,344.00	\$ 84,544.00	\$ 86,744.00	\$ 88,944.00	\$ 91,144.00	\$ 93,344.00	\$ 95,544.00

UDC Non Union Legal Service
 Proposed Salary Plan with 3% COLA Effective 10/1/2016

DS0059

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
2A	\$ 124,752.57	\$ 128,522.37	\$ 132,292.17	\$ 136,061.97	\$ 139,831.77	\$ 143,601.57	\$ 147,371.37	\$ 151,141.17	\$ 154,910.97	\$ 158,680.77
2B	\$ 107,253.90	\$ 110,384.07	\$ 113,514.24	\$ 116,644.41	\$ 119,774.58	\$ 122,904.75	\$ 126,034.92	\$ 129,165.09	\$ 132,295.26	\$ 135,425.43
3	\$ 91,543.31	\$ 94,209.98	\$ 96,876.65	\$ 99,543.32	\$ 102,209.99	\$ 104,876.66	\$ 107,543.33	\$ 110,210.00	\$ 112,876.67	\$ 115,543.34
4	\$ 78,016.32	\$ 80,282.32	\$ 82,548.32	\$ 84,814.32	\$ 87,080.32	\$ 89,346.32	\$ 91,612.32	\$ 93,878.32	\$ 96,144.32	\$ 98,410.32

UDC Non Union Aides and Clerical Series

DS0073

Current Salary Plan Effective 4/7/2013

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
1	\$ 16,920.00	\$ 17,435.00	\$ 17,950.00	\$ 18,465.00	\$ 18,980.00	\$ 19,495.00	\$ 20,010.00	\$ 20,525.00	\$ 21,040.00	\$ 21,555.00
2	\$ 18,855.00	\$ 19,427.00	\$ 19,999.00	\$ 20,571.00	\$ 21,143.00	\$ 21,715.00	\$ 22,287.00	\$ 22,859.00	\$ 23,431.00	\$ 24,003.00
3	\$ 20,423.00	\$ 21,053.00	\$ 21,683.00	\$ 22,313.00	\$ 22,943.00	\$ 23,573.00	\$ 24,203.00	\$ 24,833.00	\$ 25,463.00	\$ 26,093.00
4	\$ 22,739.00	\$ 23,445.00	\$ 24,151.00	\$ 24,857.00	\$ 25,563.00	\$ 26,269.00	\$ 26,975.00	\$ 27,681.00	\$ 28,387.00	\$ 29,093.00
5	\$ 25,248.00	\$ 26,041.00	\$ 26,834.00	\$ 27,627.00	\$ 28,420.00	\$ 29,213.00	\$ 30,006.00	\$ 30,799.00	\$ 31,592.00	\$ 32,385.00
6	\$ 27,920.00	\$ 28,801.00	\$ 29,682.00	\$ 30,563.00	\$ 31,444.00	\$ 32,325.00	\$ 33,206.00	\$ 34,087.00	\$ 34,968.00	\$ 35,849.00
7	\$ 30,906.00	\$ 31,887.00	\$ 32,868.00	\$ 33,849.00	\$ 34,830.00	\$ 35,811.00	\$ 36,792.00	\$ 37,773.00	\$ 38,754.00	\$ 39,735.00
8	\$ 34,073.00	\$ 35,157.00	\$ 36,241.00	\$ 37,325.00	\$ 38,409.00	\$ 39,493.00	\$ 40,577.00	\$ 41,661.00	\$ 42,745.00	\$ 43,829.00
9	\$ 37,468.00	\$ 38,668.00	\$ 39,868.00	\$ 41,068.00	\$ 42,268.00	\$ 43,468.00	\$ 44,668.00	\$ 45,868.00	\$ 47,068.00	\$ 48,268.00
10	\$ 41,115.00	\$ 42,432.00	\$ 43,749.00	\$ 45,066.00	\$ 46,383.00	\$ 47,700.00	\$ 49,017.00	\$ 50,334.00	\$ 51,651.00	\$ 52,968.00
11	\$ 45,171.00	\$ 46,619.00	\$ 48,067.00	\$ 49,515.00	\$ 50,963.00	\$ 52,411.00	\$ 53,859.00	\$ 55,307.00	\$ 56,755.00	\$ 58,203.00
12	\$ 54,142.00	\$ 55,879.00	\$ 57,616.00	\$ 59,353.00	\$ 61,090.00	\$ 62,827.00	\$ 64,564.00	\$ 66,301.00	\$ 68,038.00	\$ 69,775.00
13	\$ 64,363.00	\$ 66,429.00	\$ 68,495.00	\$ 70,561.00	\$ 72,627.00	\$ 74,693.00	\$ 76,759.00	\$ 78,825.00	\$ 80,891.00	\$ 82,957.00
14	\$ 76,062.00	\$ 78,503.00	\$ 80,944.00	\$ 83,385.00	\$ 85,826.00	\$ 88,267.00	\$ 90,708.00	\$ 93,149.00	\$ 95,590.00	\$ 98,031.00
15	\$ 89,477.00	\$ 92,348.00	\$ 95,219.00	\$ 98,090.00	\$ 100,961.00	\$ 103,832.00	\$ 106,703.00	\$ 109,574.00	\$ 112,445.00	\$ 115,316.00
16	\$ 103,736.00	\$ 104,215.00	\$ 104,694.00	\$ 105,173.00	\$ 105,652.00	\$ 106,131.00	\$ 106,610.00	\$ 107,089.00	\$ 107,568.00	\$ 108,047.00

UDC Non Union Aides and Clerical Series

DS0073

Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
1	\$ 17,427.60	\$ 17,958.05	\$ 18,488.50	\$ 19,018.95	\$ 19,549.40	\$ 20,079.85	\$ 20,610.30	\$ 21,140.75	\$ 21,671.20	\$ 22,201.65
2	\$ 19,420.65	\$ 20,009.81	\$ 20,598.97	\$ 21,188.13	\$ 21,777.29	\$ 22,366.45	\$ 22,955.61	\$ 23,544.77	\$ 24,133.93	\$ 24,723.09
3	\$ 21,035.69	\$ 21,684.59	\$ 22,333.49	\$ 22,982.39	\$ 23,631.29	\$ 24,280.19	\$ 24,929.09	\$ 25,577.99	\$ 26,226.89	\$ 26,875.79
4	\$ 23,421.17	\$ 24,148.35	\$ 24,875.53	\$ 25,602.71	\$ 26,329.89	\$ 27,057.07	\$ 27,784.25	\$ 28,511.43	\$ 29,238.61	\$ 29,965.79
5	\$ 26,005.44	\$ 26,822.23	\$ 27,639.02	\$ 28,455.81	\$ 29,272.60	\$ 30,089.39	\$ 30,906.18	\$ 31,722.97	\$ 32,539.76	\$ 33,356.55
6	\$ 28,757.60	\$ 29,665.03	\$ 30,572.46	\$ 31,479.89	\$ 32,387.32	\$ 33,294.75	\$ 34,202.18	\$ 35,109.61	\$ 36,017.04	\$ 36,924.47
7	\$ 31,833.18	\$ 32,843.61	\$ 33,854.04	\$ 34,864.47	\$ 35,874.90	\$ 36,885.33	\$ 37,895.76	\$ 38,906.19	\$ 39,916.62	\$ 40,927.05
8	\$ 35,095.19	\$ 36,211.71	\$ 37,328.23	\$ 38,444.75	\$ 39,561.27	\$ 40,677.79	\$ 41,794.31	\$ 42,910.83	\$ 44,027.35	\$ 45,143.87
9	\$ 38,592.04	\$ 39,828.04	\$ 41,064.04	\$ 42,300.04	\$ 43,536.04	\$ 44,772.04	\$ 46,008.04	\$ 47,244.04	\$ 48,480.04	\$ 49,716.04
10	\$ 42,348.45	\$ 43,704.96	\$ 45,061.47	\$ 46,417.98	\$ 47,774.49	\$ 49,131.00	\$ 50,487.51	\$ 51,844.02	\$ 53,200.53	\$ 54,557.04
11	\$ 46,526.13	\$ 48,017.57	\$ 49,509.01	\$ 51,000.45	\$ 52,491.89	\$ 53,983.33	\$ 55,474.77	\$ 56,966.21	\$ 58,457.65	\$ 59,949.09
12	\$ 55,766.26	\$ 57,555.37	\$ 59,344.48	\$ 61,133.59	\$ 62,922.70	\$ 64,711.81	\$ 66,500.92	\$ 68,290.03	\$ 70,079.14	\$ 71,868.25
13	\$ 66,293.89	\$ 68,421.87	\$ 70,549.85	\$ 72,677.83	\$ 74,805.81	\$ 76,933.79	\$ 79,061.77	\$ 81,189.75	\$ 83,317.73	\$ 85,445.71
14	\$ 78,343.86	\$ 80,858.09	\$ 83,372.32	\$ 85,886.55	\$ 88,400.78	\$ 90,915.01	\$ 93,429.24	\$ 95,943.47	\$ 98,457.70	\$ 100,971.93
15	\$ 92,161.31	\$ 95,118.44	\$ 98,075.57	\$ 101,032.70	\$ 103,989.83	\$ 106,946.96	\$ 109,904.09	\$ 112,861.22	\$ 115,818.35	\$ 118,775.48
16	\$ 106,848.08	\$ 107,341.45	\$ 107,834.82	\$ 108,328.19	\$ 108,821.56	\$ 109,314.93	\$ 109,808.30	\$ 110,301.67	\$ 110,795.04	\$ 111,288.41

ES0002

UDC Law School Non-Faculty Nonunion
 Current Salary Plan Effective 4/1/2013

Grade	Step														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1															\$ 103,417.00
2	\$ 72,643.00	\$ 74,714.00	\$ 76,785.00	\$ 78,856.00	\$ 80,927.00	\$ 82,998.00	\$ 85,069.00	\$ 87,140.00	\$ 89,211.00	\$ 91,282.00	\$ 93,353.00	\$ 95,424.00	\$ 97,495.00	\$ 99,566.00	\$ 101,637.00
3	\$ 64,513.00	\$ 66,138.00	\$ 67,763.00	\$ 69,388.00	\$ 71,013.00	\$ 72,638.00	\$ 74,263.00	\$ 75,888.00	\$ 77,513.00	\$ 79,138.00	\$ 80,763.00	\$ 82,388.00	\$ 84,013.00	\$ 85,638.00	\$ 87,263.00
4	\$ 57,387.00	\$ 58,741.00	\$ 60,095.00	\$ 61,449.00	\$ 62,803.00	\$ 64,157.00	\$ 65,511.00	\$ 66,865.00	\$ 68,219.00	\$ 69,573.00	\$ 70,927.00	\$ 72,281.00	\$ 73,635.00	\$ 74,989.00	\$ 76,343.00
5	\$ 46,507.00	\$ 47,716.00	\$ 48,925.00	\$ 50,134.00	\$ 51,343.00	\$ 52,552.00	\$ 53,761.00	\$ 54,970.00	\$ 56,179.00	\$ 57,388.00	\$ 58,597.00	\$ 59,806.00	\$ 61,015.00	\$ 62,224.00	\$ 63,433.00

ES0002

UDC Law School Non-Faculty Nonunion
 Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1															\$ 106,519.51
2	\$ 74,822.29	\$ 76,955.42	\$ 79,088.55	\$ 81,221.68	\$ 83,354.81	\$ 85,487.94	\$ 87,621.07	\$ 89,754.20	\$ 91,887.33	\$ 94,020.46	\$ 96,153.59	\$ 98,286.72	\$ 100,419.85	\$ 102,552.98	\$ 104,686.11
3	\$ 66,448.39	\$ 68,122.14	\$ 69,795.89	\$ 71,469.64	\$ 73,143.39	\$ 74,817.14	\$ 76,490.89	\$ 78,164.64	\$ 79,838.39	\$ 81,512.14	\$ 83,185.89	\$ 84,859.64	\$ 86,533.39	\$ 88,207.14	\$ 89,880.89
4	\$ 59,108.61	\$ 60,503.23	\$ 61,897.85	\$ 63,292.47	\$ 64,687.09	\$ 66,081.71	\$ 67,476.33	\$ 68,870.95	\$ 70,265.57	\$ 71,660.19	\$ 73,054.81	\$ 74,449.43	\$ 75,844.05	\$ 77,238.67	\$ 78,633.29
5	\$ 47,902.21	\$ 49,147.48	\$ 50,392.75	\$ 51,638.02	\$ 52,883.29	\$ 54,128.56	\$ 55,373.83	\$ 56,619.10	\$ 57,864.37	\$ 59,109.64	\$ 60,354.91	\$ 61,600.18	\$ 62,845.45	\$ 64,090.72	\$ 65,335.99

UDC Law School Faculty Nonunion
Current Salary Plan Effective 4/1/2013

ES0006

Grade	Descr	Current Min/Annual	Current Midpt/Yr	Current Max/Annual
01	Distinguished Prof/Professor	\$ 119,480.00	\$ 149,350.00	\$ 179,220.00
02	Associate Professor	\$ 94,760.00	\$ 118,450.00	\$ 142,140.00
03	Assistant Professor	\$ 75,739.00	\$ 94,674.00	\$ 113,609.00
04	Instructor	\$ 40,967.00	\$ 51,177.50	\$ 61,388.00

UDC Law School Faculty Nonunion
Proposed Salary Plan Effective 10/1/2016

ES0006

Grade	Descr	Proposed Min/Annual	Proposed Midpt/Yr	Proposed Max/Annual
01	Distinguished Prof/Professor	\$ 123,064.40	\$ 153,830.50	\$ 184,596.60
02	Associate Professor	\$ 97,602.80	\$ 122,003.50	\$ 146,404.20
03	Assistant Professor	\$ 78,011.17	\$ 97,514.22	\$ 117,017.27
04	Instructor	\$ 42,196.01	\$ 52,712.83	\$ 63,229.64

Sal Plan 0033

UDC Non Union UDC Wage Grade Leader
Current Salary Plan Effective 4/7/2013

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 11.57	\$ 24,065.60	\$ 12.03	\$ 25,022.40	\$ 12.52	\$ 26,041.60	\$ 13.01	\$ 27,060.80	\$ 13.48	\$ 28,038.40
02	\$ 12.52	\$ 26,041.60	\$ 13.04	\$ 27,123.20	\$ 13.58	\$ 28,246.40	\$ 14.07	\$ 29,265.60	\$ 14.61	\$ 30,388.80
03	\$ 13.51	\$ 28,100.80	\$ 14.07	\$ 29,265.60	\$ 14.64	\$ 30,451.20	\$ 15.20	\$ 31,616.00	\$ 15.77	\$ 32,801.60
04	\$ 14.51	\$ 30,180.80	\$ 15.10	\$ 31,408.00	\$ 15.71	\$ 32,676.80	\$ 16.33	\$ 33,966.40	\$ 16.91	\$ 35,172.80
05	\$ 15.42	\$ 32,073.60	\$ 16.06	\$ 33,404.80	\$ 16.71	\$ 34,756.80	\$ 17.35	\$ 36,088.00	\$ 17.99	\$ 37,419.20
06	\$ 16.43	\$ 34,174.40	\$ 17.12	\$ 35,609.60	\$ 17.80	\$ 37,024.00	\$ 18.48	\$ 38,438.40	\$ 19.18	\$ 39,894.40
07	\$ 17.46	\$ 36,316.80	\$ 18.20	\$ 37,856.00	\$ 18.94	\$ 39,395.20	\$ 19.65	\$ 40,872.00	\$ 20.38	\$ 42,390.40
08	\$ 18.48	\$ 38,438.40	\$ 19.27	\$ 40,081.60	\$ 20.03	\$ 41,662.40	\$ 20.81	\$ 43,284.80	\$ 21.58	\$ 44,866.40
09	\$ 19.41	\$ 40,372.80	\$ 20.24	\$ 42,099.20	\$ 21.03	\$ 43,742.40	\$ 21.84	\$ 45,427.20	\$ 22.67	\$ 47,153.60
10	\$ 20.39	\$ 42,411.20	\$ 21.25	\$ 44,200.00	\$ 22.11	\$ 45,988.80	\$ 22.96	\$ 47,756.80	\$ 23.80	\$ 49,504.00
11	\$ 21.41	\$ 44,532.80	\$ 22.30	\$ 46,384.00	\$ 23.20	\$ 48,256.00	\$ 24.09	\$ 50,107.20	\$ 24.99	\$ 51,979.20
12	\$ 22.38	\$ 46,550.40	\$ 23.31	\$ 48,484.80	\$ 24.22	\$ 50,377.60	\$ 25.17	\$ 52,353.60	\$ 26.10	\$ 54,288.00
13	\$ 23.36	\$ 48,588.80	\$ 24.34	\$ 50,627.20	\$ 25.32	\$ 52,665.60	\$ 26.28	\$ 54,662.40	\$ 27.25	\$ 56,680.00
14	\$ 24.37	\$ 50,689.60	\$ 25.39	\$ 52,811.20	\$ 26.40	\$ 54,912.00	\$ 27.42	\$ 57,033.60	\$ 28.43	\$ 59,134.40
15	\$ 25.42	\$ 52,873.60	\$ 26.49	\$ 55,099.20	\$ 27.54	\$ 57,283.20	\$ 28.59	\$ 59,467.20	\$ 29.66	\$ 61,692.80

Sal Plan WS0033

UDC Non Union UDC Wage Grade Leader
Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 11.92	\$ 24,787.57	\$ 12.39	\$ 25,773.07	\$ 12.90	\$ 26,822.85	\$ 13.40	\$ 27,872.62	\$ 13.88	\$ 28,879.55
02	\$ 12.90	\$ 26,822.85	\$ 13.43	\$ 27,936.90	\$ 13.99	\$ 29,093.79	\$ 14.49	\$ 30,143.57	\$ 15.05	\$ 31,300.46
03	\$ 13.92	\$ 28,943.82	\$ 14.49	\$ 30,143.57	\$ 15.08	\$ 31,364.74	\$ 15.66	\$ 32,564.48	\$ 16.24	\$ 33,785.65
04	\$ 14.95	\$ 31,086.22	\$ 15.55	\$ 32,350.24	\$ 16.18	\$ 33,657.10	\$ 16.82	\$ 34,985.39	\$ 17.42	\$ 36,227.98
05	\$ 15.88	\$ 33,035.81	\$ 16.54	\$ 34,406.94	\$ 17.21	\$ 35,799.50	\$ 17.87	\$ 37,170.64	\$ 18.53	\$ 38,541.78
06	\$ 16.92	\$ 35,199.63	\$ 17.63	\$ 36,677.89	\$ 18.33	\$ 38,134.72	\$ 19.03	\$ 39,591.55	\$ 19.76	\$ 41,091.23
07	\$ 17.98	\$ 37,406.30	\$ 18.75	\$ 38,991.68	\$ 19.51	\$ 40,577.06	\$ 20.24	\$ 42,098.16	\$ 20.99	\$ 43,662.11
08	\$ 19.03	\$ 39,591.55	\$ 19.85	\$ 41,284.05	\$ 20.63	\$ 42,912.27	\$ 21.43	\$ 44,583.34	\$ 22.23	\$ 46,232.99
09	\$ 19.99	\$ 41,583.98	\$ 20.85	\$ 43,362.18	\$ 21.66	\$ 45,054.67	\$ 22.50	\$ 46,790.02	\$ 23.35	\$ 48,568.21
10	\$ 21.00	\$ 43,683.54	\$ 21.89	\$ 45,526.00	\$ 22.77	\$ 47,368.46	\$ 23.65	\$ 49,189.50	\$ 24.51	\$ 50,989.12
11	\$ 22.05	\$ 45,868.78	\$ 22.97	\$ 47,775.52	\$ 23.90	\$ 49,703.68	\$ 24.81	\$ 51,610.42	\$ 25.74	\$ 53,538.58
12	\$ 23.05	\$ 47,946.91	\$ 24.01	\$ 49,939.34	\$ 24.95	\$ 51,888.93	\$ 25.93	\$ 53,924.21	\$ 26.88	\$ 55,916.64
13	\$ 24.06	\$ 50,046.46	\$ 25.07	\$ 52,146.02	\$ 26.08	\$ 54,245.57	\$ 27.07	\$ 56,302.27	\$ 28.07	\$ 58,380.40
14	\$ 25.10	\$ 52,210.29	\$ 26.15	\$ 54,395.54	\$ 27.19	\$ 56,559.36	\$ 28.24	\$ 58,744.61	\$ 29.28	\$ 60,908.43
15	\$ 26.18	\$ 54,459.81	\$ 27.28	\$ 56,752.18	\$ 28.37	\$ 59,001.70	\$ 29.45	\$ 61,251.22	\$ 30.55	\$ 63,543.58

Sal Plan WS0026

UDC Non Union Wage Service
Current Salary Plan Effective 4/7/2013

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 10.59	\$ 22,027.20	\$ 11.04	\$ 22,963.20	\$ 11.47	\$ 23,857.60	\$ 11.93	\$ 24,814.40	\$ 12.35	\$ 25,688.00
02	\$ 11.46	\$ 23,836.80	\$ 11.95	\$ 24,856.00	\$ 12.41	\$ 25,812.80	\$ 12.90	\$ 26,832.00	\$ 13.37	\$ 27,809.60
03	\$ 12.35	\$ 25,688.00	\$ 12.88	\$ 26,790.40	\$ 13.38	\$ 27,830.40	\$ 13.89	\$ 28,891.20	\$ 14.40	\$ 29,952.00
04	\$ 13.25	\$ 27,560.00	\$ 13.81	\$ 28,724.80	\$ 14.35	\$ 29,848.00	\$ 14.95	\$ 31,096.00	\$ 15.46	\$ 32,156.80
05	\$ 14.14	\$ 29,411.20	\$ 14.71	\$ 30,596.80	\$ 15.30	\$ 31,824.00	\$ 15.88	\$ 33,030.40	\$ 16.48	\$ 34,278.40
06	\$ 14.98	\$ 31,158.40	\$ 15.60	\$ 32,448.00	\$ 16.23	\$ 33,758.40	\$ 16.85	\$ 35,048.00	\$ 17.47	\$ 36,337.60
07	\$ 15.98	\$ 33,238.40	\$ 16.63	\$ 34,590.40	\$ 17.30	\$ 35,984.00	\$ 17.96	\$ 37,356.80	\$ 18.63	\$ 38,750.40
08	\$ 16.85	\$ 35,048.00	\$ 17.55	\$ 36,504.00	\$ 18.25	\$ 37,960.00	\$ 18.96	\$ 39,436.80	\$ 19.65	\$ 40,872.00
09	\$ 17.74	\$ 36,899.20	\$ 18.47	\$ 38,417.60	\$ 19.22	\$ 39,977.60	\$ 19.96	\$ 41,516.80	\$ 20.68	\$ 43,014.40
10	\$ 18.63	\$ 38,750.40	\$ 19.39	\$ 40,331.20	\$ 20.19	\$ 41,995.20	\$ 20.96	\$ 43,596.80	\$ 21.74	\$ 45,219.20
11	\$ 19.54	\$ 40,643.20	\$ 20.34	\$ 42,307.20	\$ 21.17	\$ 44,033.60	\$ 21.97	\$ 45,697.60	\$ 22.79	\$ 47,403.20
12	\$ 20.39	\$ 42,411.20	\$ 21.25	\$ 44,200.00	\$ 22.11	\$ 45,988.80	\$ 22.96	\$ 47,756.80	\$ 23.80	\$ 49,504.00
13	\$ 21.27	\$ 44,241.60	\$ 22.17	\$ 46,113.60	\$ 23.06	\$ 47,964.80	\$ 23.95	\$ 49,816.00	\$ 24.83	\$ 51,646.40
14	\$ 22.18	\$ 46,134.40	\$ 23.10	\$ 48,048.00	\$ 24.04	\$ 50,003.20	\$ 24.93	\$ 51,854.40	\$ 25.88	\$ 53,830.40
15	\$ 23.06	\$ 47,964.80	\$ 24.03	\$ 49,982.40	\$ 25.00	\$ 52,000.00	\$ 25.95	\$ 53,976.00	\$ 26.90	\$ 55,952.00

Sal Plan WS0026

UDC Non Union Wage Service
Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 10.91	\$ 22,688.02	\$ 11.37	\$ 23,652.10	\$ 11.81	\$ 24,573.33	\$ 12.29	\$ 25,558.83	\$ 12.72	\$ 26,458.64
02	\$ 11.80	\$ 24,551.90	\$ 12.31	\$ 25,601.68	\$ 12.78	\$ 26,587.18	\$ 13.29	\$ 27,636.96	\$ 13.77	\$ 28,643.89
03	\$ 12.72	\$ 26,458.64	\$ 13.27	\$ 27,594.11	\$ 13.78	\$ 28,665.31	\$ 14.31	\$ 29,757.94	\$ 14.83	\$ 30,850.56
04	\$ 13.65	\$ 28,386.80	\$ 14.22	\$ 29,586.54	\$ 14.78	\$ 30,743.44	\$ 15.40	\$ 32,028.88	\$ 15.92	\$ 33,121.50
05	\$ 14.56	\$ 30,293.54	\$ 15.15	\$ 31,514.70	\$ 15.76	\$ 32,778.72	\$ 16.36	\$ 34,021.31	\$ 16.97	\$ 35,306.75
06	\$ 15.43	\$ 32,093.15	\$ 16.07	\$ 33,421.44	\$ 16.72	\$ 34,771.15	\$ 17.36	\$ 36,099.44	\$ 17.99	\$ 37,427.73
07	\$ 16.46	\$ 34,235.55	\$ 17.13	\$ 35,628.11	\$ 17.82	\$ 37,063.52	\$ 18.50	\$ 38,477.50	\$ 19.19	\$ 39,912.91
08	\$ 17.36	\$ 36,099.44	\$ 18.08	\$ 37,599.12	\$ 18.80	\$ 39,098.80	\$ 19.53	\$ 40,619.90	\$ 20.24	\$ 42,098.16
09	\$ 18.27	\$ 38,006.18	\$ 19.02	\$ 39,570.13	\$ 19.80	\$ 41,176.93	\$ 20.56	\$ 42,762.30	\$ 21.30	\$ 44,304.83
10	\$ 19.19	\$ 39,912.91	\$ 19.97	\$ 41,541.14	\$ 20.80	\$ 43,255.06	\$ 21.59	\$ 44,904.70	\$ 22.39	\$ 46,575.78
11	\$ 20.13	\$ 41,862.50	\$ 20.95	\$ 43,576.42	\$ 21.81	\$ 45,354.61	\$ 22.63	\$ 47,068.53	\$ 23.47	\$ 48,825.30
12	\$ 21.00	\$ 43,683.54	\$ 21.89	\$ 45,526.00	\$ 22.77	\$ 47,368.46	\$ 23.65	\$ 49,189.50	\$ 24.51	\$ 50,989.12
13	\$ 21.91	\$ 45,568.85	\$ 22.84	\$ 47,497.01	\$ 23.75	\$ 49,403.74	\$ 24.67	\$ 51,310.48	\$ 25.57	\$ 53,195.79
14	\$ 22.85	\$ 47,518.43	\$ 23.79	\$ 49,489.44	\$ 24.76	\$ 51,503.30	\$ 25.68	\$ 53,410.03	\$ 26.66	\$ 55,445.31
15	\$ 23.75	\$ 49,403.74	\$ 24.75	\$ 51,481.87	\$ 25.75	\$ 53,560.00	\$ 26.73	\$ 55,595.28	\$ 27.71	\$ 57,630.56

Sal Plan WS0018

UDC Non Union UDC Wage Grade Supervisor
Current Salary Plan Effective 4/7/2013

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 16.04	\$ 33,363.20	\$ 16.71	\$ 34,756.80	\$ 17.38	\$ 36,150.40	\$ 18.04	\$ 37,523.20	\$ 18.72	\$ 38,937.60
02	\$ 16.92	\$ 35,193.60	\$ 17.64	\$ 36,691.20	\$ 18.35	\$ 38,168.00	\$ 19.04	\$ 39,603.20	\$ 19.75	\$ 41,080.00
03	\$ 17.84	\$ 37,107.20	\$ 18.58	\$ 38,646.40	\$ 19.32	\$ 40,185.60	\$ 20.06	\$ 41,724.80	\$ 20.82	\$ 43,305.60
04	\$ 18.68	\$ 38,854.40	\$ 19.47	\$ 40,497.60	\$ 20.25	\$ 42,120.00	\$ 21.01	\$ 43,700.80	\$ 21.79	\$ 45,323.20
05	\$ 19.59	\$ 40,747.20	\$ 20.40	\$ 42,432.00	\$ 21.22	\$ 44,137.60	\$ 22.04	\$ 45,843.20	\$ 22.86	\$ 47,548.80
06	\$ 20.46	\$ 42,556.80	\$ 21.31	\$ 44,324.80	\$ 22.16	\$ 46,092.80	\$ 23.01	\$ 47,860.80	\$ 23.85	\$ 49,608.00
07	\$ 21.39	\$ 44,491.20	\$ 22.28	\$ 46,342.40	\$ 23.19	\$ 48,235.20	\$ 24.07	\$ 50,065.60	\$ 24.96	\$ 51,916.80
08	\$ 22.24	\$ 46,259.20	\$ 23.18	\$ 48,214.40	\$ 24.10	\$ 50,128.00	\$ 25.02	\$ 52,041.60	\$ 25.96	\$ 53,996.80
09	\$ 23.11	\$ 48,068.80	\$ 24.09	\$ 50,107.20	\$ 25.06	\$ 52,124.80	\$ 26.01	\$ 54,100.80	\$ 26.98	\$ 56,118.40
10	\$ 24.03	\$ 49,982.40	\$ 25.03	\$ 52,062.40	\$ 26.03	\$ 54,142.40	\$ 27.04	\$ 56,243.20	\$ 28.05	\$ 58,344.00
11	\$ 24.60	\$ 51,168.00	\$ 25.63	\$ 53,310.40	\$ 26.66	\$ 55,452.80	\$ 27.67	\$ 57,553.60	\$ 28.71	\$ 59,716.80
12	\$ 25.29	\$ 52,603.20	\$ 26.34	\$ 54,787.20	\$ 27.39	\$ 56,971.20	\$ 28.45	\$ 59,176.00	\$ 29.50	\$ 61,360.00
13	\$ 26.19	\$ 54,475.20	\$ 27.28	\$ 56,742.40	\$ 28.35	\$ 58,968.00	\$ 29.47	\$ 61,297.60	\$ 30.56	\$ 63,564.80
14	\$ 27.20	\$ 56,576.00	\$ 28.33	\$ 58,926.40	\$ 29.46	\$ 61,276.80	\$ 30.59	\$ 63,627.20	\$ 31.71	\$ 65,956.80
15	\$ 28.40	\$ 59,072.00	\$ 29.56	\$ 61,484.80	\$ 30.76	\$ 63,980.80	\$ 31.94	\$ 66,435.20	\$ 33.14	\$ 68,931.20
16	\$ 29.79	\$ 61,963.20	\$ 31.02	\$ 64,521.60	\$ 32.28	\$ 67,142.40	\$ 33.52	\$ 69,721.60	\$ 34.76	\$ 72,300.80
17	\$ 31.35	\$ 65,208.00	\$ 32.66	\$ 67,932.80	\$ 33.97	\$ 70,657.60	\$ 35.29	\$ 73,403.20	\$ 36.61	\$ 76,148.80
18	\$ 29.85	\$ 62,088.00	\$ 31.10	\$ 64,688.00	\$ 32.35	\$ 67,288.00	\$ 33.59	\$ 69,867.20	\$ 34.84	\$ 72,467.20
19	\$ 31.52	\$ 65,561.60	\$ 32.82	\$ 68,265.60	\$ 34.13	\$ 70,990.40	\$ 35.45	\$ 73,736.00	\$ 36.76	\$ 76,460.80

Sal Plan WS0018

UDC Non Union UDC Wage Grade Supervisor
Proposed Salary Plan with 3% COLA Effective 10/1/2016

Grade	Step 1		Step 2		Step 3		Step 4		Step 5	
	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate	Hourly Rate	Annualized Rate
01	\$ 16.52	\$ 34,364.10	\$ 17.21	\$ 35,799.50	\$ 17.90	\$ 37,234.91	\$ 18.58	\$ 38,648.90	\$ 19.28	\$ 40,105.73
02	\$ 17.43	\$ 36,249.41	\$ 18.17	\$ 37,791.94	\$ 18.90	\$ 39,313.04	\$ 19.61	\$ 40,791.30	\$ 20.34	\$ 42,312.40
03	\$ 18.38	\$ 38,220.42	\$ 19.14	\$ 39,805.79	\$ 19.90	\$ 41,391.17	\$ 20.66	\$ 42,976.54	\$ 21.44	\$ 44,604.77
04	\$ 19.24	\$ 40,020.03	\$ 20.05	\$ 41,712.53	\$ 20.86	\$ 43,383.60	\$ 21.64	\$ 45,011.82	\$ 22.44	\$ 46,682.90
05	\$ 20.18	\$ 41,969.62	\$ 21.01	\$ 43,704.96	\$ 21.86	\$ 45,461.73	\$ 22.70	\$ 47,218.50	\$ 23.55	\$ 48,975.26
06	\$ 21.07	\$ 43,833.50	\$ 21.95	\$ 45,654.54	\$ 22.82	\$ 47,475.58	\$ 23.70	\$ 49,296.62	\$ 24.57	\$ 51,096.24
07	\$ 22.03	\$ 45,825.94	\$ 22.95	\$ 47,732.67	\$ 23.89	\$ 49,682.26	\$ 24.79	\$ 51,567.57	\$ 25.71	\$ 53,474.30
08	\$ 22.91	\$ 47,646.98	\$ 23.88	\$ 49,660.83	\$ 24.82	\$ 51,631.84	\$ 25.77	\$ 53,602.85	\$ 26.74	\$ 55,616.70
09	\$ 23.80	\$ 49,510.86	\$ 24.81	\$ 51,610.42	\$ 25.81	\$ 53,688.54	\$ 26.79	\$ 55,723.82	\$ 27.79	\$ 57,801.95
10	\$ 24.75	\$ 51,481.87	\$ 25.78	\$ 53,624.27	\$ 26.81	\$ 55,766.67	\$ 27.85	\$ 57,930.50	\$ 28.89	\$ 60,094.32
11	\$ 25.34	\$ 52,703.04	\$ 26.40	\$ 54,909.71	\$ 27.46	\$ 57,116.38	\$ 28.50	\$ 59,280.21	\$ 29.57	\$ 61,508.30
12	\$ 26.05	\$ 54,181.30	\$ 27.13	\$ 56,430.82	\$ 28.21	\$ 58,680.34	\$ 29.30	\$ 60,951.28	\$ 30.39	\$ 63,200.80
13	\$ 26.98	\$ 56,109.46	\$ 28.10	\$ 58,444.67	\$ 29.20	\$ 60,737.04	\$ 30.35	\$ 63,136.53	\$ 31.48	\$ 65,471.74
14	\$ 28.02	\$ 58,273.28	\$ 29.18	\$ 60,694.19	\$ 30.34	\$ 63,115.10	\$ 31.51	\$ 65,536.02	\$ 32.66	\$ 67,935.50
15	\$ 29.25	\$ 60,844.16	\$ 30.45	\$ 63,329.34	\$ 31.68	\$ 65,900.22	\$ 32.90	\$ 68,428.26	\$ 34.13	\$ 70,999.14
16	\$ 30.68	\$ 63,822.10	\$ 31.95	\$ 66,457.25	\$ 33.25	\$ 69,156.67	\$ 34.53	\$ 71,813.25	\$ 35.80	\$ 74,469.82
17	\$ 32.29	\$ 67,164.24	\$ 33.64	\$ 69,970.78	\$ 34.99	\$ 72,777.33	\$ 36.35	\$ 75,605.30	\$ 37.71	\$ 78,433.26
18	\$ 30.75	\$ 63,950.64	\$ 32.03	\$ 66,628.64	\$ 33.32	\$ 69,306.64	\$ 34.60	\$ 71,963.22	\$ 35.89	\$ 74,641.22
19	\$ 32.47	\$ 67,528.45	\$ 33.80	\$ 70,313.57	\$ 35.15	\$ 73,120.11	\$ 36.51	\$ 75,948.08	\$ 37.86	\$ 78,754.62

BOARD OF TRUSTEES

UNIVERSITY OF THE DISTRICT OF COLUMBIA

UDC RESOLUTION No. 2016-31

SUBJECT: "University of the District of Columbia Career, Educational, and Legal Service Non-Collective Bargaining Unit Employees Compensation System Changes Approval Resolution of 2017" Three Percent (3.0%) Cost of Living Adjustment

WHEREAS, pursuant to D.C. Code §§ 1-611.05, 1-611.11, and 1-608.58, the Board of Trustees shall provide for the periodic review of its basic compensation systems, including but not limited to, a review of the adequacy of the rates of basic pay; and

WHEREAS, pursuant to D.C. Code §1-611.1, the Board of Trustees shall provide continuing conformity with the principle of equal pay for substantially equal work;

WHEREAS, pursuant to D.C. Code §§ 1-611.05, 1-611.11, and 1-608.58, the Board of Trustees shall cause to submit to the Council of the District of Columbia all proposed pay changes and adjustments to the compensation systems;

WHEREAS, the University has identified sufficient funding for a three percent (3.0%) increase in salary for Career, Educational, and Legal Service Non-Collective Bargaining Unit Employees; and

WHEREAS, the Board of Trustees finds that the three percent (3.0%) increase appropriately recognizes the value of the Career, Educational, and Legal Service Non-Collective Bargaining Unit Employees;

THEREFORE BE IT RESOLVED, that the Board of Trustees approves a three percent (3.0%) wage increase for Career, Educational, and Legal Service Non-Collective Bargaining Unit Employees for FY 2017.

Submitted by the Audit, Budget and Finance Committee

July 14, 2016


Approved by the Board of Trustees:


July 26, 2016


Elaine A. Crider
Chairperson of the Board

MEMORANDUM

TO: The Honorable Phil Mendelson
Chairman, Council of the District of Columbia

THROUGH: Deloras Shepherd 
Associate Chief Financial Officer

FROM: Shaina Cooper 
Chief Financial Officer, University of the District of Columbia

DATE: September 28, 2016

SUBJECT: University of the District of Columbia Non-Union 3% Cost of Living Adjustment (COLA)

REFERENCE: UDC Resolution No. 2016-31

Conclusion

The University has identified sufficient base budget (ongoing) funding in its FY 2017 Budget to cover the cost of the proposal FY 2017 3% Cost of Living Adjustment (COLA) for selected non-union employees. The total cost of salary and benefit increases associated with this COLA is \$1.0M.

Background

Effective October 1, 2016, the proposed FY17 COLA will provide a 3% increase in the salaries and benefits for non-union staff positions and full-time non-union faculty positions in the UDC David A. Clarke School of Law. University non-union employees last received a COLA in FY 2013, while University AFSCME and Office of the Chief Financial Officer employees as well as non-union employees in most District agencies were approved for COLA's in FY 15,16 and 17.

It is the administration's belief that a FY 2017 non-union COLA will improve its ability to compete for staff in the DC metropolitan area and retain employees currently on board.

Financial Impact

The Mayor provided the University with \$71m in unrestricted funding in FY2016 which will increase to \$76.6M in FY2017. While this represents a \$5.6M net increase in unrestricted funding, \$5.2M of the Mayor's allocation is one-time funding and thus cannot be used to cover the ongoing cost of the \$1.0M COLA. The administration will fund the COLA by using \$1.0M in FY2017 base budget funding currently allocated to non-fixed cost NPS and replace the non-fixed cost NPS funding with the \$1.0M in the one-time funding.

This fiscal impact for the University in FY2017 for Non-Union employees will be approximately \$1.0M.



OFFICE OF THE
SECRETARY

2016 OCT 14 PM 3: 51

OFFICE OF THE GENERAL COUNSEL

September 15, 2016

Phil Mendelson, Chairman
The Council of the District of Columbia
1350 Pennsylvania Avenue, N.W. Suite 504
Washington, DC 20004

RE: Proposed Compensation Resolution entitled "University of the District of Columbia Career, Educational and Legal Service Employees Non-Collective Bargaining Unit Employees Compensation System Changes Approval Resolution of 2016"

Dear Chairman Mendelson:

I have reviewed UDC Board of Trustees Resolution 2016-31 submitted to the Council as part of the package in support of a proposed Council resolution titled the "University of the District of Columbia Career, Educational and Legal Service Employees Non-Collective Bargaining Unit Employees Compensation System Changes Approval Resolution of 2016." The UDC Board of Trustees Resolution 2016-31 is legally sufficient.

Thank you for your assistance with this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Karen M. Hardwick", with a long horizontal flourish extending to the right.

Karen M. Hardwick
General Counsel