

**BOARD OF TRUSTEES  
UNIVERSITY OF THE DISTRICT OF COLUMBIA  
UDC RESOLUTION NO. 2018 – 23**

**SUBJECT: “University of the District of Columbia Career, Educational and Legal Service Non-Collective Bargaining Unit Employees Compensation System Changes Approval Resolution of 2018” Three Percent (3.0%) Cost of Living Adjustments**

**WHEREAS**, pursuant to D.C. Code §§ 1-611.05, 1-611.11, and 1-608.58, the Board of Trustees of the University of the District of Columbia (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 § 1-611.01, the Board of Trustees shall provide continuing conformity with the principle of equal pay for substantially equal work; and

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

**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.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees hereby approves a three percent (3.0%) salary increase for FY2018, retroactive to October 1, 2017 or the date of hire (whichever date is later), for Career, Educational and Legal Service Non-Collective Bargaining Unit Employees who are employed as of the date of Council approval.

Approved by the Executive Committee

September 13, 2018



\_\_\_\_\_  
Christopher Bell  
Chairperson of the Board

Ratified by the Board of Trustees

September 26, 2018



\_\_\_\_\_  
Christopher Bell  
Chairperson of the Board

**DS0057**

**UDC Non Union Clerical Services Salary Schedule**

*Current Salary Plan Effective 10/1/2016 (FY17)*

	Step									
Grade	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

**DS0057**

**UDC Non Union Clerical Services Salary Schedule**

*Proposed Salary Plan with 3% COLA Effective 10/1/2017 (FY18)*

	Step									
Grade	1	2	3	4	5	6	7	8	9	10
2	\$22,431.67	\$23,038.50	\$23,645.34	\$24,252.17	\$24,859.01	\$25,465.84	\$26,072.68	\$26,679.51	\$27,286.35	\$27,893.18
3	\$24,337.05	\$25,008.60	\$25,680.15	\$26,351.70	\$27,023.24	\$27,694.79	\$28,366.34	\$29,037.89	\$29,709.44	\$30,380.99
4	\$25,620.74	\$26,369.73	\$27,118.73	\$27,867.72	\$28,616.72	\$29,365.71	\$30,114.71	\$30,863.70	\$31,612.70	\$32,361.69
5	\$27,625.84	\$28,467.13	\$29,308.42	\$30,149.72	\$30,991.01	\$31,832.30	\$32,673.60	\$33,514.89	\$34,356.19	\$35,197.48
6	\$30,617.57	\$31,552.23	\$32,486.88	\$33,421.53	\$34,356.19	\$35,290.84	\$36,225.49	\$37,160.14	\$38,094.80	\$39,029.45
7	\$33,828.92	\$34,869.66	\$35,910.40	\$36,951.15	\$37,991.89	\$39,032.63	\$40,073.38	\$41,114.12	\$42,154.86	\$43,195.60

**DS0058**

**UDC Non Union Administrative Salary Schedule**  
*Current Salary Plan Effective 10/1/2016 (FY17)*

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	\$ 88,948.77	\$ 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	\$ 73,428.70	\$ 75,824.45	\$ 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	\$ 44,368.31	\$ 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	\$ 23,489.58	\$ 24,322.42	\$ 25,175.26	\$ 26,028.10	\$ 26,880.94	\$ 27,733.78	\$ 28,586.62	\$ 29,440.49	\$ 30,293.33

**DS0058**

**UDC Non Union Administrative Salary Schedule**  
*Proposed Salary Plan with 3% COLA Effective 10/1/2017 (FY18)*

Grade	Step									
	1	2	3	4	5	6	7	8	9	10
1	\$194,516.02	\$204,242.35	\$214,455.63	\$225,178.15	\$250,298.14	\$322,354.47				
1A	\$146,332.06	\$150,068.55	\$153,805.04	\$157,540.47	\$161,276.96	\$165,012.39	\$168,748.88	\$172,484.30	\$176,220.79	\$179,957.28
2A	\$107,430.98	\$111,046.62	\$114,661.01	\$118,275.50	\$121,889.98	\$125,505.53	\$129,120.02	\$132,734.50	\$136,348.99	\$139,964.54
2B	\$100,580.75	\$103,921.52	\$107,262.29	\$110,603.07	\$113,942.78	\$117,283.56	\$120,624.33	\$123,964.04	\$127,304.82	\$130,645.59
3	\$84,954.75	\$88,287.04	\$91,618.26	\$94,950.55	\$98,281.78	\$101,614.06	\$104,945.29	\$108,277.58	\$111,608.80	\$114,941.09
4	\$75,328.14	\$78,214.85	\$81,102.62	\$83,989.33	\$86,876.04	\$89,762.75	\$92,650.52	\$95,537.23	\$98,423.94	\$101,310.65
5	\$67,246.21	\$69,805.34	\$72,371.42	\$74,933.49	\$77,496.62	\$80,058.70	\$82,620.77	\$85,183.90	\$87,745.98	\$90,308.05
6	\$63,294.35	\$65,760.95	\$68,228.60	\$70,696.25	\$73,163.91	\$75,630.50	\$78,098.15	\$80,565.81	\$83,033.46	\$85,500.05
7	\$57,152.80	\$59,359.48	\$61,565.09	\$63,771.76	\$65,977.37	\$68,184.04	\$70,390.72	\$72,596.33	\$74,803.00	\$77,008.61
8	\$51,976.67	\$53,968.04	\$55,960.35	\$57,952.72	\$59,945.09	\$61,936.40	\$63,928.77	\$65,921.14	\$67,913.51	\$69,904.82
9	\$43,580.71	\$45,264.36	\$46,946.95	\$48,629.53	\$50,312.12	\$51,994.71	\$53,678.36	\$55,360.94	\$57,043.53	\$58,726.12
10	\$39,553.53	\$41,086.54	\$42,619.54	\$44,152.54	\$45,685.54	\$47,218.54	\$48,751.54	\$50,285.60	\$51,818.60	\$53,351.60
11	\$36,123.65	\$37,491.15	\$38,859.71	\$40,227.21	\$41,595.77	\$42,964.33	\$44,331.83	\$45,700.39	\$47,067.89	\$48,436.45
12	\$33,004.60	\$34,270.25	\$35,535.91	\$36,800.50	\$38,066.15	\$39,331.81	\$40,597.46	\$41,862.05	\$43,127.71	\$44,393.36
13	\$29,926.93	\$31,066.33	\$32,205.74	\$33,345.15	\$34,485.62	\$35,625.02	\$36,764.43	\$37,904.90	\$39,044.30	\$40,183.71
14	\$26,979.75	\$28,031.70	\$29,081.39	\$30,132.74	\$31,184.09	\$32,235.45	\$33,286.80	\$34,338.15	\$35,389.50	\$36,439.79
15	\$23,295.24	\$24,173.67	\$25,052.09	\$25,930.52	\$26,808.94	\$27,687.37	\$28,565.79	\$29,444.22	\$30,323.70	\$31,202.13

**DS0059****UDC Non Union Legal Service***Current Salary Plan Effective 10/1/2016 (FY17)*

		Step									
Grade		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

**DS0059****UDC Non Union Legal Service***Proposed Salary Plan with 3% COLA Effective 10/1/2017 (FY18)*

		Step									
Grade		1	2	3	4	5	6	7	8	9	10
2A		\$128,495.15	\$132,378.04	\$136,260.94	\$140,143.83	\$144,026.72	\$147,909.62	\$151,792.51	\$155,675.41	\$159,558.30	\$163,441.19
2B		\$110,471.52	\$113,695.59	\$116,919.67	\$120,143.74	\$123,367.82	\$126,591.89	\$129,815.97	\$133,040.04	\$136,264.12	\$139,488.19
3		\$ 94,289.61	\$ 97,036.28	\$ 99,782.95	\$102,529.62	\$105,276.29	\$108,022.96	\$110,769.63	\$113,516.30	\$116,262.97	\$119,009.64
4		\$ 80,356.81	\$ 82,690.79	\$ 85,024.77	\$ 87,358.75	\$ 89,692.73	\$ 92,026.71	\$ 94,360.69	\$ 96,694.67	\$ 99,028.65	\$101,362.63

DS0073

UDC Non Union Aides and Clerical Series  
Current Salary Plan Effective 10/1/2016 (FY17)

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	\$ 46,528.13	\$ 48,017.57	\$ 49,508.01	\$ 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	\$ 78,061.77	\$ 81,189.75	\$ 83,317.73	\$ 85,445.71
14	\$ 78,343.86	\$ 80,958.08	\$ 83,572.32	\$ 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	\$ 108,848.08	\$ 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

DS0073

UDC Non Union Aides and Clerical Series  
Proposed Salary Plan with 3% COLA Effective 10/1/2017 (FY18)

Grade	Step 1	2	3	4	5	6	7	8	9	10
1	\$ 17,950.43	\$ 18,496.79	\$ 19,043.16	\$ 19,589.52	\$ 20,135.88	\$ 20,682.25	\$ 21,228.61	\$ 21,774.97	\$ 22,321.34	\$ 22,867.70
2	\$ 20,003.27	\$ 20,610.10	\$ 21,216.94	\$ 21,823.77	\$ 22,430.61	\$ 23,037.44	\$ 23,644.28	\$ 24,251.11	\$ 24,857.95	\$ 25,464.78
3	\$ 21,666.76	\$ 22,335.13	\$ 23,003.49	\$ 23,671.86	\$ 24,340.23	\$ 25,008.60	\$ 25,676.96	\$ 26,345.33	\$ 27,013.70	\$ 27,682.06
4	\$ 24,123.81	\$ 24,872.80	\$ 25,621.80	\$ 26,370.79	\$ 27,119.79	\$ 27,868.78	\$ 28,617.78	\$ 29,366.77	\$ 30,115.77	\$ 30,864.76
5	\$ 26,765.60	\$ 27,626.90	\$ 28,488.19	\$ 29,349.48	\$ 30,210.78	\$ 30,992.07	\$ 31,853.37	\$ 32,674.66	\$ 33,515.85	\$ 34,357.25
6	\$ 29,620.33	\$ 30,554.98	\$ 31,489.63	\$ 32,424.29	\$ 33,358.94	\$ 34,293.59	\$ 35,228.25	\$ 36,162.90	\$ 37,097.55	\$ 38,032.20
7	\$ 32,788.18	\$ 33,828.92	\$ 34,869.66	\$ 35,910.40	\$ 36,951.15	\$ 37,991.89	\$ 38,032.63	\$ 40,073.38	\$ 41,114.12	\$ 42,154.86
8	\$ 36,148.05	\$ 37,299.06	\$ 38,448.08	\$ 39,598.09	\$ 40,748.11	\$ 41,898.12	\$ 43,048.14	\$ 44,198.15	\$ 45,348.17	\$ 46,498.19
9	\$ 39,749.80	\$ 51,776.45	\$ 42,295.96	\$ 43,589.04	\$ 44,842.12	\$ 46,115.20	\$ 47,388.28	\$ 48,661.36	\$ 49,934.44	\$ 51,207.52
10	\$ 43,618.90	\$ 45,016.11	\$ 46,413.31	\$ 47,810.52	\$ 49,207.72	\$ 50,604.93	\$ 52,002.14	\$ 53,399.34	\$ 54,796.55	\$ 56,193.75
11	\$ 47,921.91	\$ 49,458.10	\$ 50,994.28	\$ 52,530.46	\$ 54,066.65	\$ 55,602.83	\$ 57,139.01	\$ 58,675.20	\$ 60,211.38	\$ 61,747.58
12	\$ 57,439.25	\$ 59,282.03	\$ 61,124.81	\$ 62,967.60	\$ 64,810.38	\$ 66,653.16	\$ 68,495.95	\$ 70,338.73	\$ 72,181.51	\$ 74,024.30
13	\$ 68,262.71	\$ 70,474.53	\$ 72,686.35	\$ 74,898.16	\$ 77,049.98	\$ 79,241.80	\$ 81,433.62	\$ 83,625.44	\$ 85,817.26	\$ 88,009.08
14	\$ 80,694.18	\$ 83,283.83	\$ 85,873.49	\$ 88,463.15	\$ 91,052.80	\$ 93,642.46	\$ 96,232.12	\$ 98,821.77	\$ 101,411.43	\$ 104,001.09
15	\$ 94,926.15	\$ 97,971.99	\$ 101,017.84	\$ 104,063.68	\$ 107,109.52	\$ 110,155.37	\$ 113,201.21	\$ 116,247.06	\$ 119,292.90	\$ 122,338.74
16	\$ 110,053.52	\$ 110,561.68	\$ 111,069.86	\$ 111,578.04	\$ 112,086.21	\$ 112,594.38	\$ 113,102.55	\$ 113,610.72	\$ 114,118.89	\$ 114,627.06

ES0002

UDC Law School Non-Faculty Nonunion  
Current Salary Plan Effective 10/1/2016 (FY17)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	\$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
2	\$68,448.39	\$68,122.14	\$68,795.89	\$69,469.64	\$70,143.39	\$70,817.14	\$71,490.89	\$72,164.64	\$72,838.39	\$73,512.14	\$74,185.89	\$74,859.64	\$75,533.39	\$76,207.14	\$76,880.89
3	\$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
4	\$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

ES0002

UDC Law School Non-Faculty Nonunion  
Proposed Salary Plan with 3% COLA Effective 10/1/2017 (FY18)

Grade	Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	\$77,066.96	\$79,264.08	\$81,461.21	\$83,658.33	\$85,855.45	\$88,052.58	\$90,249.70	\$92,446.83	\$94,643.95	\$96,841.07	\$99,038.20	\$101,235.32	\$103,432.45	\$105,629.57	\$107,826.69
2	\$69,441.84	\$70,185.80	\$71,888.77	\$73,613.73	\$75,337.69	\$77,061.65	\$78,785.62	\$80,509.58	\$82,233.54	\$83,957.50	\$85,681.47	\$87,405.43	\$89,129.39	\$90,853.35	\$92,577.32
3	\$60,881.87	\$62,318.33	\$63,754.79	\$65,191.24	\$66,627.70	\$68,064.16	\$69,500.62	\$70,937.08	\$72,373.54	\$73,810.00	\$75,246.45	\$76,682.91	\$78,119.37	\$79,555.83	\$80,992.29
4	\$49,339.28	\$50,621.90	\$51,904.53	\$53,187.16	\$54,469.79	\$55,752.42	\$57,035.04	\$58,317.67	\$59,600.30	\$60,882.93	\$62,165.56	\$63,448.19	\$64,730.81	\$66,013.44	\$67,296.07

ES0006

UDC Law School Faculty Nonunion  
Current Salary Plan Effective 10/1/2016 (FY17)

Grade	Descr	Proposed Min/Annua	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

ES0006

UDC Law School Faculty Nonunion  
Proposed Salary Plan Effective 10/1/2017 (FY18)

Grade	Descr	Proposed Min/Annua	Proposed Midpt/Yr	Proposed Max/Annual
01	Distinguished Prof/Professor	\$ 126,756.33	\$ 158,445.42	\$ 190,134.50
02	Associate Professor	\$ 100,530.88	\$ 125,663.61	\$ 150,796.33
03	Assistant Professor	\$ 80,351.51	\$ 100,439.65	\$ 120,527.79
04	Instructor	\$ 43,461.89	\$ 54,294.21	\$ 65,126.53

Sal Plan WS0033

UDC Non Union UDC Wage Grade Leader  
Current Salary Plan Effective 10/1/2016 (FY17)

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	\$ 12.80	\$ 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	\$ 34,408.94	\$ 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	\$ 47,368.68	\$ 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 WS0033

UDC Non Union UDC Wage Grade Leader  
Proposed Salary Plan with 3% COLA Effective 10/1/2017 (FY18)

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	\$ 12.27	\$ 25,531.20	\$ 12.76	\$ 26,546.26	\$ 13.28	\$ 27,627.53	\$ 13.80	\$ 28,708.80	\$ 14.30	\$ 29,745.94
02	\$ 13.28	\$ 27,627.53	\$ 13.83	\$ 28,775.00	\$ 14.41	\$ 29,966.61	\$ 14.93	\$ 31,047.88	\$ 15.50	\$ 32,239.48
03	\$ 14.33	\$ 29,812.14	\$ 14.93	\$ 31,047.88	\$ 15.53	\$ 32,305.68	\$ 16.13	\$ 33,541.41	\$ 16.73	\$ 34,799.22
04	\$ 15.39	\$ 32,018.81	\$ 16.02	\$ 33,320.75	\$ 16.67	\$ 34,666.82	\$ 17.32	\$ 36,034.95	\$ 17.94	\$ 37,314.82
05	\$ 16.36	\$ 34,026.88	\$ 17.04	\$ 35,439.15	\$ 17.73	\$ 36,873.49	\$ 18.41	\$ 38,285.76	\$ 19.09	\$ 39,698.03
06	\$ 17.43	\$ 36,255.62	\$ 18.16	\$ 37,778.22	\$ 18.88	\$ 39,278.76	\$ 19.61	\$ 40,779.30	\$ 20.35	\$ 42,323.97
07	\$ 18.52	\$ 38,528.49	\$ 19.31	\$ 40,161.43	\$ 20.09	\$ 41,794.37	\$ 20.85	\$ 43,361.10	\$ 21.62	\$ 44,971.98
08	\$ 19.61	\$ 40,779.30	\$ 20.44	\$ 42,522.57	\$ 21.25	\$ 44,199.64	\$ 22.08	\$ 45,920.84	\$ 22.89	\$ 47,619.98
09	\$ 20.59	\$ 42,831.50	\$ 21.47	\$ 44,663.04	\$ 22.31	\$ 46,406.31	\$ 23.17	\$ 48,193.72	\$ 24.05	\$ 50,025.25
10	\$ 21.63	\$ 44,994.04	\$ 22.54	\$ 46,891.78	\$ 23.46	\$ 48,789.52	\$ 24.36	\$ 50,665.19	\$ 25.25	\$ 52,518.79
11	\$ 22.71	\$ 47,244.85	\$ 23.66	\$ 49,208.79	\$ 24.61	\$ 51,194.79	\$ 25.56	\$ 53,158.73	\$ 26.51	\$ 55,144.73
12	\$ 23.74	\$ 49,385.32	\$ 24.73	\$ 51,437.52	\$ 25.69	\$ 53,445.60	\$ 26.70	\$ 55,541.93	\$ 27.69	\$ 57,594.14
13	\$ 24.78	\$ 51,547.86	\$ 25.82	\$ 53,710.40	\$ 26.86	\$ 55,872.94	\$ 27.88	\$ 57,991.34	\$ 28.91	\$ 60,131.81
14	\$ 25.85	\$ 53,778.60	\$ 26.94	\$ 56,027.40	\$ 28.01	\$ 58,256.14	\$ 29.09	\$ 60,506.95	\$ 30.16	\$ 62,735.68
15	\$ 26.97	\$ 56,093.60	\$ 28.10	\$ 58,454.74	\$ 29.22	\$ 60,771.75	\$ 30.33	\$ 63,088.75	\$ 31.47	\$ 65,449.89



Sal Plan WS0026

UDC Non Union Wage Service  
Current Salary Plan Effective 10/1/2016 (FY17)

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	\$ 23,682.10	\$ 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	\$ 17.38	\$ 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	\$ 36,095.44	\$ 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	\$ 23.85	\$ 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 WS0026

UDC Non Union Wage Service  
Proposed Salary Plan with 3% COLA Effective 10/1/2017 (FY18)

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	\$ 11.23	\$ 23,368.66	\$ 11.71	\$ 24,361.66	\$ 12.17	\$ 25,310.53	\$ 12.66	\$ 26,325.60	\$ 13.10	\$ 27,252.40
02	\$ 12.16	\$ 25,288.46	\$ 12.68	\$ 26,369.73	\$ 13.17	\$ 27,384.80	\$ 13.69	\$ 28,466.07	\$ 14.18	\$ 29,503.20
03	\$ 13.10	\$ 27,252.40	\$ 13.66	\$ 28,421.84	\$ 14.19	\$ 29,525.27	\$ 14.74	\$ 30,650.67	\$ 15.28	\$ 31,776.08
04	\$ 14.06	\$ 29,238.40	\$ 14.65	\$ 30,474.14	\$ 15.22	\$ 31,665.74	\$ 15.86	\$ 32,989.75	\$ 16.40	\$ 34,115.15
05	\$ 15.00	\$ 31,202.34	\$ 15.61	\$ 32,460.15	\$ 16.23	\$ 33,782.08	\$ 16.85	\$ 35,041.95	\$ 17.48	\$ 36,385.95
06	\$ 15.89	\$ 33,055.95	\$ 16.55	\$ 34,424.08	\$ 17.22	\$ 35,814.29	\$ 17.88	\$ 37,182.42	\$ 18.53	\$ 38,550.56
07	\$ 16.95	\$ 35,262.62	\$ 17.64	\$ 36,696.96	\$ 18.35	\$ 38,175.43	\$ 19.05	\$ 39,631.83	\$ 19.76	\$ 41,110.30
08	\$ 17.88	\$ 37,182.42	\$ 18.62	\$ 38,727.09	\$ 19.36	\$ 40,271.76	\$ 20.11	\$ 41,838.50	\$ 20.85	\$ 43,361.10
09	\$ 18.82	\$ 39,146.36	\$ 19.59	\$ 40,757.23	\$ 20.39	\$ 42,412.24	\$ 21.18	\$ 44,045.17	\$ 21.94	\$ 45,633.98
10	\$ 19.76	\$ 41,110.30	\$ 20.57	\$ 42,787.37	\$ 21.42	\$ 44,552.71	\$ 22.24	\$ 46,251.85	\$ 23.06	\$ 47,973.05
11	\$ 20.73	\$ 43,118.37	\$ 21.58	\$ 44,883.71	\$ 22.46	\$ 46,715.25	\$ 23.31	\$ 48,480.58	\$ 24.18	\$ 50,290.05
12	\$ 21.63	\$ 44,994.04	\$ 22.54	\$ 46,891.78	\$ 23.46	\$ 48,789.52	\$ 24.36	\$ 50,665.19	\$ 25.25	\$ 52,518.79
13	\$ 22.57	\$ 46,935.91	\$ 23.52	\$ 48,921.92	\$ 24.46	\$ 50,885.86	\$ 25.41	\$ 52,849.79	\$ 26.34	\$ 54,791.67
14	\$ 23.53	\$ 48,943.98	\$ 24.51	\$ 50,974.12	\$ 25.50	\$ 53,048.39	\$ 26.45	\$ 55,012.33	\$ 27.46	\$ 57,108.67
15	\$ 24.46	\$ 50,885.86	\$ 25.49	\$ 53,026.33	\$ 26.52	\$ 55,166.80	\$ 27.53	\$ 57,263.14	\$ 28.54	\$ 59,359.48

**UDC Non Union UDC Wage Grade Supervisor**  
**Current Salary Plan Effective 10/1/2016 (FY17)**

Sal Plan WS0018

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	\$ 37,791.84	\$ 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	\$ 42,978.54	\$ 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	\$ 45,481.73	\$ 22.70	\$ 47,218.50	\$ 23.55	\$ 48,975.28
06	\$ 21.07	\$ 43,833.50	\$ 21.85	\$ 45,854.54	\$ 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	\$ 47,648.98	\$ 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	\$ 60,844.18	\$ 30.45	\$ 63,329.34	\$ 31.68	\$ 65,900.22	\$ 32.80	\$ 68,428.26	\$ 34.13	\$ 70,999.14
16	\$ 30.68	\$ 63,822.10	\$ 31.85	\$ 66,457.25	\$ 33.25	\$ 69,156.67	\$ 34.53	\$ 71,813.25	\$ 35.80	\$ 74,468.82
17	\$ 32.29	\$ 67,164.24	\$ 33.64	\$ 69,970.78	\$ 34.99	\$ 72,777.33	\$ 36.35	\$ 75,605.30	\$ 37.71	\$ 78,433.28
18	\$ 30.75	\$ 63,950.64	\$ 32.03	\$ 66,628.64	\$ 33.32	\$ 69,306.64	\$ 34.60	\$ 71,983.22	\$ 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

**UDC Non Union UDC Wage Grade Supervisor**  
**Proposed Salary Plan with 3% COLA Effective 10/1/2017**

Sal Plan WS0018

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	\$ 17.02	\$ 35,395.02	\$ 17.73	\$ 36,873.49	\$ 18.44	\$ 38,351.96	\$ 19.14	\$ 39,808.36	\$ 19.86	\$ 41,308.90
02	\$ 17.95	\$ 37,336.89	\$ 18.71	\$ 38,925.69	\$ 19.47	\$ 40,482.43	\$ 20.20	\$ 42,015.03	\$ 20.95	\$ 43,591.77
03	\$ 18.83	\$ 39,387.03	\$ 19.71	\$ 40,999.97	\$ 20.50	\$ 42,632.90	\$ 21.28	\$ 44,265.84	\$ 22.09	\$ 45,942.91
04	\$ 19.82	\$ 41,220.63	\$ 20.68	\$ 42,983.90	\$ 21.48	\$ 44,685.11	\$ 22.29	\$ 46,362.18	\$ 23.12	\$ 48,083.38
05	\$ 20.78	\$ 43,228.70	\$ 21.64	\$ 45,016.11	\$ 22.51	\$ 46,825.58	\$ 23.38	\$ 48,635.05	\$ 24.25	\$ 50,444.52
06	\$ 21.71	\$ 45,148.51	\$ 22.61	\$ 47,024.18	\$ 23.51	\$ 48,899.85	\$ 24.41	\$ 50,775.52	\$ 25.30	\$ 52,629.13
07	\$ 22.69	\$ 47,200.71	\$ 23.64	\$ 49,164.65	\$ 24.60	\$ 51,172.72	\$ 25.54	\$ 53,114.60	\$ 26.48	\$ 55,078.53
08	\$ 23.59	\$ 49,076.39	\$ 24.59	\$ 51,150.66	\$ 25.57	\$ 53,100.80	\$ 26.54	\$ 55,210.93	\$ 27.54	\$ 57,285.21
09	\$ 24.52	\$ 50,998.19	\$ 25.56	\$ 53,158.73	\$ 26.59	\$ 55,299.20	\$ 27.59	\$ 57,395.54	\$ 28.62	\$ 59,536.01
10	\$ 25.49	\$ 53,028.33	\$ 26.55	\$ 55,233.00	\$ 27.62	\$ 57,439.67	\$ 28.69	\$ 59,668.41	\$ 29.76	\$ 61,897.15
11	\$ 26.10	\$ 54,284.13	\$ 27.19	\$ 56,567.00	\$ 28.28	\$ 58,829.88	\$ 29.36	\$ 61,058.61	\$ 30.46	\$ 63,353.55
12	\$ 26.83	\$ 55,806.73	\$ 27.94	\$ 58,123.74	\$ 29.08	\$ 60,440.75	\$ 30.18	\$ 62,779.82	\$ 31.30	\$ 65,096.62
13	\$ 27.78	\$ 57,792.74	\$ 28.94	\$ 60,198.01	\$ 30.06	\$ 62,559.15	\$ 31.26	\$ 65,030.62	\$ 32.42	\$ 67,435.90
14	\$ 28.86	\$ 60,021.48	\$ 30.08	\$ 62,515.02	\$ 31.25	\$ 65,008.56	\$ 32.45	\$ 67,502.10	\$ 33.64	\$ 69,973.57
15	\$ 30.13	\$ 62,669.48	\$ 31.36	\$ 65,229.22	\$ 32.63	\$ 67,877.23	\$ 33.89	\$ 70,481.10	\$ 35.16	\$ 73,129.11
16	\$ 31.60	\$ 65,736.76	\$ 32.91	\$ 68,450.97	\$ 34.25	\$ 71,231.37	\$ 35.56	\$ 73,967.65	\$ 36.88	\$ 76,703.92
17	\$ 33.26	\$ 69,179.17	\$ 34.65	\$ 72,069.91	\$ 36.04	\$ 74,960.65	\$ 37.44	\$ 77,873.45	\$ 38.84	\$ 80,766.28
18	\$ 31.67	\$ 65,869.16	\$ 32.99	\$ 68,627.50	\$ 34.32	\$ 71,385.84	\$ 35.84	\$ 74,122.11	\$ 36.96	\$ 76,880.45
19	\$ 33.44	\$ 69,554.30	\$ 34.82	\$ 72,422.88	\$ 36.21	\$ 75,313.72	\$ 37.61	\$ 78,226.62	\$ 39.00	\$ 81,117.26



## Fiscal Impact Statement

**TO:** Board of Trustees  
**FROM:** Managing Director of Finance *David A. Franklin*  
**DATE:** August 31, 2018  
**SUBJECT:** FY 2018 Cost of Living (COLA) Increase for Non-Union Employees

---

### Conclusion

The University has identified sufficient funding in its FY2018 budget through vacancy-lapse funding to cover the cost of granting a 3% Cost of Living Adjustments (COLA) for the University's non-union employees. The total estimated cost of salary and benefit increases associated with these COLAs is \$1,000,000.

There is sufficient funding in FY2018 to cover the related COLA cost. With respect to future years, the COLA will be covered by a portion of the enhancement funding (\$9.67M) allocated to the University in the FY19 Mayor's Budget.

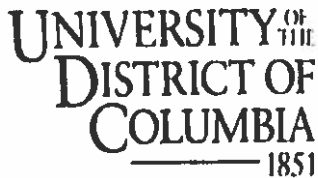
### Background

The University wishes to adjust its FY2018 salaries to provide a 3% increase in the salaries and benefits, effective October 1, 2017, for Career, Educational and Legal Service Non-Collective Bargaining Unit Employees. The employees in question would be eligible for the 3% salary adjustment retroactive to October 1, 2017 or retroactive to their date of hire.

Estimated Fiscal Impact of 3% FY 2018 COLA for Non-Union Personnel				
Base Salary	3% Cola	15% Benefits	Total Salary and Benefits	FTE
28,792,168	863,765	129,565	993,330	377

### Financial Impact

The fiscal impact for the University is an ongoing increase in personnel services of \$1,000,000 to the base salary for non-union personnel. As the FY 2018 COLA is only for filled positions, there is an additional potential financial impact should the vacant positions be filled in future years of \$300,000. Thus, the total future financial impact could be \$1,300,000. The FY19 budget has sufficient funding from the enhancement funding (\$9.67M) to cover the total financial impact.



OFFICE OF THE GENERAL COUNSEL  
KAREN M. HARDWICK | GENERAL COUNSEL

September 16, 2018

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 Services Non-Union Employees Compensation System Changes Emergency Approval Resolution of 2018"

Dear Chairman Mendelson:


I have reviewed UDC Board of Trustees Resolution 2018-23 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 Services Non-Union Employees Compensation System Changes Emergency Approval Resolution of 2018." The UDC Board of Trustees Resolution 2018-23 is legally sufficient.

Thank you for your assistance with this matter.

Sincerely,

A handwritten signature in cursive script that reads "Karen M. Hardwick /nj".

Karen M. Hardwick  
General Counsel

  
Chairman Phil Mendelson at the request of  
the University of the District of Columbia

1  
2  
3  
4  
5  
6  
7  
8  
9  
10 **A PROPOSED RESOLUTION**  
11  
12 \_\_\_\_\_  
13

14 **IN THE COUNCIL OF THE DISTRICT OF COLUMBIA**  
15  
16 \_\_\_\_\_  
17  
18  
19

20 **To approve, on an emergency basis, the proposed compensation system changes submitted by**  
21 **the University of the District of Columbia for its Career, Educational, and Legal Service**  
22 **employees not covered by collective bargaining.**  
23

24 **RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, that this**  
25 **resolution may be cited as the “University of the District of Columbia Non-Union Employees**  
26 **Fiscal Year 2018 Compensation Changes Emergency Approval Resolution of 2018”.**

27 **Sec. 2. (a) Pursuant to sections 858, 1105, 1106, and 1111 of the District of Columbia**  
28 **Government Comprehensive Merit Personnel Act of 1978, effective March 3, 1979 (D.C. Law 2-**  
29 **139; D.C. Official Code §§ 1-608.58, 1-611.05, 1-611.06, and 1-611.11), and subject to approval**  
30 **by the University of the District of Columbia Board of Trustees, the Council approves the**  
31 **proposed compensation system changes recommended by the University of the District of**  
32 **Columbia for a salary increase of 3% for University of the District of Columbia Career,**  
33 **Educational, and Legal Service non-union employees.**

34                   (b) The compensation system changes approved by this resolution are not  
35 applicable to individuals who were not employed by the University of the District of Columbia  
36 as of August 31, 2018.

37                   Sec. 3. The compensation system changes referred to in section 2(a) of this resolution are  
38 approved as outlined in the attached pay schedules and shall become effective as of October 1,  
39 2017 for each affected employee.

40                   Sec. 4. The Secretary of the Council shall transmit a copy of this resolution, upon its  
41 adoption, to the University of the District of Columbia Board of Trustees.

42                   Sec. 5. The Council adopts the fiscal impact statement of the Chief Financial Officer  
43 as the fiscal impact statement required by section 4a of the General Legislative Procedures Act  
44 of 1975, approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

45                   Sec. 6. This resolution shall take effect immediately.