

309  
308

UNIVERSITY OF THE VIRGIN ISLANDS  
RESOLUTION  
OF THE  
EXECUTIVE COMMITTEE OF THE BOARD OF TRUSTEES  
DECEMBER 14, 1988

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To approve the adoption and implementation of a new job classification and pay plan for all employees of the University.  
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WHEREAS, The University has had a different job classification and pay plan for each employee group, and,

WHEREAS, there are recognized inconsistencies and inequities within and between these various classification and pay plans, and,

WHEREAS, the University is desirous of establishing a uniform, unified, and consolidated job classification plan and pay schedule for all employees, and,

WHEREAS, The Board of Trustees authorized a classification study to accomplish this purpose, and,

WHEREAS, the Executive Committee of the Board of Trustees has been presented with the results of this study, and has reviewed and deliberated on the same.

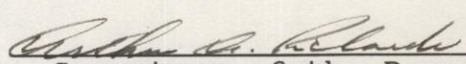
NOW, THEREFORE, BE IT RESOLVED THAT:

The proposed consolidated job classification plan and pay schedule, attached hereto, be approved and adopted effective with the beginning of the fiscal year, October 1, 1988.

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CERTIFICATION

The undersigned does hereby certify that the foregoing is a true and exact copy of a resolution of the Executive Committee of the Board of Trustees of the University of the Virgin Islands adopted at its meeting on December 14, 1988.

  
Secretary of the Board

## University of the Virgin Islands

## New Job Classes

## Listed by Job Title

310

309

NO	JOBGROUP	JOBTITLE	GRADE	MINIMUM	MAXIMUM
1	Academic Management	Academic Services Dir	27	41858	57941
2	Academic Management	Academic Services Mgr	25	37190	51480
3	Financial Management	Accountant I	14	19409	26867
4	Financial Management	Accountant II	16	21845	30239
5	Financial Management	Accountant III	18	24587	34034
6	Financial Management	Accounting Asst I	8	13613	18844
7	Financial Management	Accounting Asst II	10	15322	21209
8	Financial Management	Accounting Asst III	12	17245	23871
9	Financial Management	Accounting Supv I	21	29358	40639
10	Financial Management	Accounting Supv II	23	33043	45739
11	Financial Management	Accounting Tech	14	19409	26867
12	Office Support	Administrative Asst I	9	14442	19992
13	Office Support	Administrative Asst II	11	16255	22501
14	Office Support	Administrative Asst III	13	18295	25325
15	Business Management	Administrative Spec I	14	19409	26867
16	Business Management	Administrative Spec II	16	21845	30239
17	Business Management	Administrative Spec III	18	24587	34034
18	Research Programs	Agricultural Aide I	4	10746	14876
19	Research Programs	Agricultural Aide II	6	12095	16743
20	Research Programs	Agricultural Aide III	8	13613	18844
21	University Management	Alumni Affairs Supv	21	29358	40639
22	University Management	Asst to President/Title III	22	31146	43114
23	Academic Management	Asst to VP, Acad Affairs	19	26085	36107
24	Financial Management	Asst to VP, Bus & Finance	24	35055	48525
25	Business Management	Auxiliary Services Mgr	21	29358	40639
26	Business Management	Bookstore Asst Supv	14	19409	26867
27	Business Management	Bookstore Supv I	17	23176	32081
28	Business Management	Bookstore Supv II	18	24587	34034
29	Financial Management	Budget Mgr	25	37190	51480
30	Financial Management	Budget Supv	21	29358	40639
31	Business Management	Business and Facility Mgr	25	37190	51480
32	Business Management	Business Asst I	8	13613	18844
33	Business Management	Business Asst II	10	15322	21209
34	Business Management	Business Asst III	12	17245	23871
35	Business Management	Business Counselor I	16	21845	30239
36	Business Management	Business Counselor II	18	24587	34034
37	Business Management	Business Counselor III	20	27673	38306
38	Business Management	Business Operations Mgr	25	37190	51480
39	Business Management	Business Spec I	14	19409	26867
40	Business Management	Business Spec II	16	21845	30239
41	Business Management	Business Spec III	18	24587	34034
42	Physical Plant	Campus Planner I	16	21845	30239
43	Physical Plant	Campus Planner II	18	24587	34034
44	Physical Plant	Campus Planner III	20	27673	38306
45	Office Support	Clerk I	3	10130	14022
46	Office Support	Clerk II	5	11401	15782
47	Office Support	Clerk III	7	12832	17762
48	Office Support	Communications Asst I	5	11401	15782
49	Office Support	Communications Asst II	7	12832	17762
50	Office Support	Communications Asst III	9	14442	19992
51	Business Management	Communications Supv	14	19409	26867
52	Data Processing	Computer Op I	8	13613	18844
53	Data Processing	Computer Op II	10	15322	21209

University of the Virgin Islands  
New Job Classes  
Listed by Job Title

311

310

<u>NO</u>	<u>JOBGROUP</u>	<u>JOBTITLE</u>	<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
54	Data Processing	Computer Op III	12	17245	23871
55	Academic Management	Continuing Education Dir	28	44407	61470
56	Academic Management	Continuing Education Mgr	26	39455	54615
57	Financial Management	Controller	27	41858	57941
58	Student Affairs	Counseling Mgr	24	35055	48525
59	Student Affairs	Counseling Supv	22	31146	43114
60	Student Affairs	Counselor I	16	21845	30239
61	Student Affairs	Counselor II	18	24587	34034
62	Student Affairs	Counselor III	20	27673	38306
63	Physical Plant	Custodial Leader	7	12832	17762
64	Physical Plant	Custodial Supv	10	15322	21209
65	Physical Plant	Custodian I	3	10130	14022
66	Physical Plant	Custodian II	4	10746	14876
67	Physical Plant	Custodian III	5	11401	15782
68	Data Processing	Data Processing Asst I	8	13613	18844
69	Data Processing	Data Processing Asst II	10	15322	21209
70	Data Processing	Data Processing Asst III	12	17245	23871
71	Data Processing	Data Processing Mgr	26	39455	54615
72	University Management	Development Asst Dir	24	35055	48525
73	University Management	Development Dir	26	39455	54615
74	Library Services	Educ Technology Supv	21	29358	40639
75	Student Affairs	Educ Testing Supv	21	29358	40639
76	Office Support	Executive Secy I	11	16255	22501
77	Office Support	Executive Secy II	13	18295	25325
78	Office Support	Executive Secy III	15	20591	28503
79	Extension Service	Extension Agent I	14	19409	26867
80	Extension Service	Extension Agent II	16	21845	30239
81	Extension Service	Extension Agent III	18	24587	34034
82	Extension Service	Extension Assoc Dir	27	41858	57941
83	Extension Service	Extension Asst I	8	13613	18844
84	Extension Service	Extension Asst II	10	15322	21209
85	Extension Service	Extension Asst III	12	17245	23871
86	Extension Service	Extension District Supv	23	33043	45739
87	Extension Service	Extension Program Supv	21	29358	40639
88	Extension Service	Extension Spec I	16	21845	30239
89	Extension Service	Extension Spec II	18	24587	34034
90	Extension Service	Extension Spec III	20	27673	38306
91	Physical Plant	Facilities Program Coord	26	39455	54615
92	Student Affairs	Financial Aid Spec I	14	19409	26867
93	Student Affairs	Financial Aid Spec II	16	21845	30239
94	Student Affairs	Financial Aid Spec III	18	24587	34034
95	Student Affairs	Financial Aid Supv	24	35055	48525
96	Physical Plant	Groundskeeper I	3	10130	14022
97	Physical Plant	Groundskeeper II	5	11401	15782
98	Physical Plant	Groundskeeper III	7	12832	17762
99	Physical Plant	Groundskeeping Supv	11	16255	22501
100	Student Affairs	Health Services Supv	22	31146	43114
101	Business Management	Human Resources Asst I	8	13613	18844
102	Business Management	Human Resources Asst II	10	15322	21209
103	Business Management	Human Resources Asst III	12	17245	23871
104	Business Management	Human Resources Asst Mgr	22	31146	43114
105	Business Management	Human Resources Mgr	24	35055	48525
106	Business Management	Human Resources Spec I	14	19409	26867

University of the Virgin Islands  
New Job Classes  
Listed by Job Title

312  
311

<u>NO</u>	<u>JOBGROUP</u>	<u>JOBTITLE</u>	<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
107	Business Management	Human Resources Spec II	16	21845	30239
108	Business Management	Human Resources Spec III	18	24587	34034
109	Business Management	Human Resources Tech	14	19409	26867
110	University Management	Instit Planner I	16	21845	30239
111	University Management	Instit Planner II	18	24587	34034
112	University Management	Instit Planner III	20	27673	38306
113	University Management	Instit Res & Plng Dir	25	37190	51480
114	Research Programs	Laboratory Supv	19	26085	36107
115	Library Services	Librarian I	16	21845	30239
116	Library Services	Librarian II	18	24587	34034
117	Library Services	Librarian III	20	27673	38306
118	Library Services	Libraries Dir	26	39455	54615
119	Library Services	Library Asst I	5	11401	15782
120	Library Services	Library Asst II	7	12832	17762
121	Library Services	Library Asst III	9	14442	19992
122	Library Services	Library Spec I	14	19409	26867
123	Library Services	Library Spec II	16	21845	30239
124	Library Services	Library Spec III	18	24587	34034
125	Library Services	Library Supv	23	33043	45739
126	Physical Plant	Maintenance Leader	11	16255	22501
127	Physical Plant	Maintenance Supv	19	26085	36107
128	Physical Plant	Maintenance Worker I	3	10130	14022
129	Physical Plant	Maintenance Worker II	4	10746	14876
130	Physical Plant	Maintenance Worker III	6	12095	16743
131	Physical Plant	Maintenance Worker IV	8	13613	18844
132	Library Services	Media Tech I	9	14442	19992
133	Library Services	Media Tech II	11	16255	22501
134	Library Services	Media Tech III	13	18295	25325
135	Financial Management	Mgmt & Budget Analyst I	14	19409	26867
136	Financial Management	Mgmt & Budget Analyst II	16	21845	30239
137	Financial Management	Mgmt & Budget Analyst III	18	24587	34034
138	Data Processing	Microcomputer Spec I	16	21845	30239
139	Data Processing	Microcomputer Spec II	18	24587	34034
140	Data Processing	Microcomputer Spec III	20	27673	38306
141	Office Support	Office Asst I	4	10746	14876
142	Office Support	Office Asst II	6	12095	16743
143	Office Support	Office Asst III	8	13613	18844
144	Office Support	Office Supv	14	19409	26867
145	Physical Plant	Physical Plant Asst Dir	24	35055	48525
146	Physical Plant	Physical Plant Director	26	39455	54615
147	Business Management	Printer I	7	12832	17762
148	Business Management	Printer II	9	14442	19992
149	Business Management	Printer III	11	16255	22501
150	Business Management	Printing Supv	14	19409	26867
151	Academic Management	Program Asst I	8	13613	18844
152	Academic Management	Program Asst II	10	15322	21209
153	Academic Management	Program Asst III	12	17245	23871
154	Academic Management	Program Spec I	14	19409	26867
155	Academic Management	Program Spec II	16	21845	30239
156	Academic Management	Program Spec III	18	24587	34034
157	Data Processing	Programmer/Analyst I	16	21845	30239
158	Data Processing	Programmer/Analyst II	18	24587	34034
159	Data Processing	Programmer/Analyst III	20	27673	38306

University of the Virgin Islands  
New Job Classes  
Listed by Job Title

312

<u>NO</u>	<u>JOBGROUP</u>	<u>JOBTITLE</u>	<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
160	University Management	Public Info Dir	25	37190	51480
161	University Management	Public Info Spec I	14	19409	26867
162	University Management	Public Info Spec II	16	21845	30239
163	University Management	Public Info Spec III	18	24587	34034
164	Business Management	Purchasing Supv	19	26085	36107
165	Research Programs	Research Analyst I	14	19409	26867
166	Research Programs	Research Analyst II	16	21845	30239
167	Research Programs	Research Analyst III	18	24587	34034
168	Research Programs	Research Asst I	8	13613	18844
169	Research Programs	Research Asst II	10	15322	21209
170	Research Programs	Research Asst III	12	17245	23871
171	Research Programs	Research Director	27	41858	57941
172	Research Programs	Research Facility Supv	20	27673	38306
173	Research Programs	Research Spec I	16	21845	30239
174	Research Programs	Research Spec II	18	24587	34034
175	Research Programs	Research Spec III	20	27673	38306
176	Security	Security Chief	18	24587	34034
177	Security	Security Officer I	6	12095	16743
178	Security	Security Officer II	8	13613	18844
179	Security	Security Officer III	10	15322	21209
180	Security	Security Supv I	14	19409	26867
181	Security	Security Supv II	16	21845	30239
182	Business Management	Small Bus Dev Assoc Dir	23	33043	45739
183	Business Management	Small Bus Dev Dir	25	37190	51480
184	Academic Management	StCroix Campus Dir	28	44407	61470
185	Business Management	Storekeeper I	8	13613	18844
186	Business Management	Storekeeper II	10	15322	21209
187	Business Management	Storekeeper III	12	17245	23871
188	Student Affairs	Student Activities Supv	21	29358	40639
189	Student Affairs	Student Affairs Asst Dir	25	37190	51480
190	Student Affairs	Student Affairs Director	27	41858	57941
191	Student Affairs	Student Housing Supv	21	29358	40639
192	Student Affairs	Student Services Manager	25	37190	51480
193	University Management	Theatre Mgr	24	35055	48525
194	University Management	Theatre Supv	18	24587	34034
195	Physical Plant	Trades Leader	15	20591	28503
196	Physical Plant	Trades Worker I	9	14442	19992
197	Physical Plant	Trades Worker II	11	16255	22501
198	Physical Plant	Trades Worker III	13	18295	25325
199	Academic Affairs	Instructor	18	24587	34034
200	Academic Affairs	Assistant Professor	21	29358	40639
201	Academic Affairs	Associate Professor	24	35055	48525
202	Academic Affairs	Professor	27	41858	57941
203	Research Programs	Research Associate	18	24587	34034
204	Research Programs	Senior Research Associate	21	29358	40639
205	Research Programs	Research Scientist	24	35055	48525
206	Research Programs	Senior Research Scientist	27	41858	57941

University of the Virgin Islands  
New Job Classes  
Listed by Grade

314

313

<u>NO</u>	<u>JOBGROUP</u>	<u>JOBTITLE</u>	<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
45	Office Support	Clerk I	3	10130	14022
65	Physical Plant	Custodian I	3	10130	14022
96	Physical Plant	Groundskeeper I	3	10130	14022
128	Physical Plant	Maintenance Worker I	3	10130	14022
18	Research Programs	Agricultural Aide I	4	10746	14876
66	Physical Plant	Custodian II	4	10746	14876
129	Physical Plant	Maintenance Worker II	4	10746	14876
141	Office Support	Office Asst I	4	10746	14876
46	Office Support	Clerk II	5	11401	15782
48	Office Support	Communications Asst I	5	11401	15782
67	Physical Plant	Custodian III	5	11401	15782
97	Physical Plant	Groundskeeper II	5	11401	15782
119	Library Services	Library Asst I	5	11401	15782
19	Research Programs	Agricultural Aide II	6	12095	16743
130	Physical Plant	Maintenance Worker III	6	12095	16743
142	Office Support	Office Asst II	6	12095	16743
177	Security	Security Officer I	6	12095	16743
47	Office Support	Clerk III	7	12832	17762
49	Office Support	Communications Asst II	7	12832	17762
63	Physical Plant	Custodial Leader	7	12832	17762
98	Physical Plant	Groundskeeper III	7	12832	17762
120	Library Services	Library Asst II	7	12832	17762
147	Business Management	Printer I	7	12832	17762
6	Financial Management	Accounting Asst I	8	13613	18844
20	Research Programs	Agricultural Aide III	8	13613	18844
32	Business Management	Business Asst I	8	13613	18844
52	Data Processing	Computer Op I	8	13613	18844
68	Data Processing	Data Processing Asst I	8	13613	18844
83	Extension Service	Extension Asst I	8	13613	18844
101	Business Management	Human Resources Asst I	8	13613	18844
131	Physical Plant	Maintenance Worker IV	8	13613	18844
143	Office Support	Office Asst III	8	13613	18844
151	Academic Management	Program Asst I	8	13613	18844
168	Research Programs	Research Asst I	8	13613	18844
178	Security	Security Officer II	8	13613	18844
185	Business Management	Storekeeper I	8	13613	18844
12	Office Support	Administrative Asst I	9	14442	19992
50	Office Support	Communications Asst III	9	14442	19992
121	Library Services	Library Asst III	9	14442	19992
132	Library Services	Media Tech I	9	14442	19992
148	Business Management	Printer II	9	14442	19992
196	Physical Plant	Trades Worker I	9	14442	19992
7	Financial Management	Accounting Asst II	10	15322	21209
33	Business Management	Business Asst II	10	15322	21209
53	Data Processing	Computer Op II	10	15322	21209
64	Physical Plant	Custodial Supv	10	15322	21209
69	Data Processing	Data Processing Asst II	10	15322	21209
84	Extension Service	Extension Asst II	10	15322	21209
102	Business Management	Human Resources Asst II	10	15322	21209
152	Academic Management	Program Asst II	10	15322	21209
169	Research Programs	Research Asst II	10	15322	21209
179	Security	Security Officer III	10	15322	21209
186	Business Management	Storekeeper II	10	15322	21209

University of the Virgin Islands  
New Job Classes  
Listed by Grade

315

314

<u>NO</u>	<u>JOBGROUP</u>	<u>JOBTITLE</u>	<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
13	Office Support	Administrative Asst II	11	16255	22501
76	Office Support	Executive Secy I	11	16255	22501
99	Physical Plant	Groundskeeping Supv	11	16255	22501
126	Physical Plant	Maintenance Leader	11	16255	22501
133	Library Services	Media Tech II	11	16255	22501
149	Business Management	Printer III	11	16255	22501
197	Physical Plant	Trades Worker II	11	16255	22501
8	Financial Management	Accounting Asst III	12	17245	23871
34	Business Management	Business Asst III	12	17245	23871
54	Data Processing	Computer Op III	12	17245	23871
70	Data Processing	Data Processing Asst III	12	17245	23871
85	Extension Service	Extension Asst III	12	17245	23871
103	Business Management	Human Resources Asst III	12	17245	23871
153	Academic Management	Program Asst III	12	17245	23871
170	Research Programs	Research Asst III	12	17245	23871
187	Business Management	Storekeeper III	12	17245	23871
14	Office Support	Administrative Asst III	13	18295	25325
77	Office Support	Executive Secy II	13	18295	25325
134	Library Services	Media Tech III	13	18295	25325
198	Physical Plant	Trades Worker III	13	18295	25325
3	Financial Management	Accountant I	14	19409	26867
11	Financial Management	Accounting Tech	14	19409	26867
15	Business Management	Administrative Spec I	14	19409	26867
26	Business Management	Bookstore Asst Supv	14	19409	26867
39	Business Management	Business Spec I	14	19409	26867
51	Business Management	Communications Supv	14	19409	26867
79	Extension Service	Extension Agent I	14	19409	26867
92	Student Affairs	Financial Aid Spec I	14	19409	26867
106	Business Management	Human Resources Spec I	14	19409	26867
109	Business Management	Human Resources Tech	14	19409	26867
122	Library Services	Library Spec I	14	19409	26867
135	Financial Management	Mgmt & Budget Analyst I	14	19409	26867
144	Office Support	Office Supv	14	19409	26867
150	Business Management	Printing Supv	14	19409	26867
154	Academic Management	Program Spec I	14	19409	26867
161	University Management	Public Info Spec I	14	19409	26867
165	Research Programs	Research Analyst I	14	19409	26867
180	Security	Security Supv I	14	19409	26867
78	Office Support	Executive Secy III	15	20591	28503
195	Physical Plant	Trades Leader	15	20591	28503
4	Financial Management	Accountant II	16	21845	30239
16	Business Management	Administrative Spec II	16	21845	30239
35	Business Management	Business Counselor I	16	21845	30239
40	Business Management	Business Spec II	16	21845	30239
42	Physical Plant	Campus Planner I	16	21845	30239
60	Student Affairs	Counselor I	16	21845	30239
80	Extension Service	Extension Agent II	16	21845	30239
88	Extension Service	Extension Spec I	16	21845	30239
93	Student Affairs	Financial Aid Spec II	16	21845	30239
107	Business Management	Human Resources Spec II	16	21845	30239
110	University Management	Instit Planner I	16	21845	30239
115	Library Services	Librarian I	16	21845	30239
123	Library Services	Library Spec II	16	21845	30239

University of the Virgin Islands  
New Job Classes  
Listed by Grade

316

315

<u>NO</u>	<u>JOBGROUP</u>	<u>JOBTITLE</u>	<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
136	Financial Management	Mgmt & Budget Analyst II	16	21845	30239
138	Data Processing	Microcomputer Spec I	16	21845	30239
155	Academic Management	Program Spec II	16	21845	30239
157	Data Processing	Programmer/Analyst I	16	21845	30239
162	University Management	Public Info Spec II	16	21845	30239
166	Research Programs	Research Analyst II	16	21845	30239
173	Research Programs	Research Spec I	16	21845	30239
181	Security	Security Supv II	16	21845	30239
27	Business Management	Bookstore Supv I	17	23176	32081
5	Financial Management	Accountant III	18	24587	34034
17	Business Management	Administrative Spec III	18	24587	34034
28	Business Management	Bookstore Supv II	18	24587	34034
36	Business Management	Business Counselor II	18	24587	34034
41	Business Management	Business Spec III	18	24587	34034
43	Physical Plant	Campus Planner II	18	24587	34034
61	Student Affairs	Counselor II	18	24587	34034
81	Extension Service	Extension Agent III	18	24587	34034
89	Extension Service	Extension Spec II	18	24587	34034
94	Student Affairs	Financial Aid Spec III	18	24587	34034
108	Business Management	Human Resources Spec III	18	24587	34034
111	University Management	Instit Planner II	18	24587	34034
116	Library Services	Librarian II	18	24587	34034
124	Library Services	Library Spec III	18	24587	34034
137	Financial Management	Mgmt & Budget Analyst III	18	24587	34034
139	Data Processing	Microcomputer Spec II	18	24587	34034
156	Academic Management	Program Spec III	18	24587	34034
158	Data Processing	Programmer/Analyst II	18	24587	34034
163	University Management	Public Info Spec III	18	24587	34034
167	Research Programs	Research Analyst III	18	24587	34034
174	Research Programs	Research Spec II	18	24587	34034
176	Security	Security Chief	18	24587	34034
194	University Management	Theatre Supv	18	24587	34034
199	Academic Affairs	Instructor	18	24587	34034
203	Research Programs	Research Associate	18	24587	34034
23	Academic Management	Asst to VP, Acad Affairs	19	26085	36107
114	Research Programs	Laboratory Supv	19	26085	36107
127	Physical Plant	Maintenance Supv	19	26085	36107
164	Business Management	Purchasing Supv	19	26085	36107
37	Business Management	Business Counselor III	20	27673	38306
44	Physical Plant	Campus Planner III	20	27673	38306
62	Student Affairs	Counselor III	20	27673	38306
90	Extension Service	Extension Spec III	20	27673	38306
112	University Management	Instit Planner III	20	27673	38306
117	Library Services	Librarian III	20	27673	38306
140	Data Processing	Microcomputer Spec III	20	27673	38306
159	Data Processing	Programmer/Analyst III	20	27673	38306
172	Research Programs	Research Facility Supv	20	27673	38306
175	Research Programs	Research Spec III	20	27673	38306
9	Financial Management	Accounting Supv I	21	29358	40639
21	University Management	Alumni Affairs Supv	21	29358	40639
25	Business Management	Auxiliary Services Mgr	21	29358	40639
30	Financial Management	Budget Supv	21	29358	40639
74	Library Services	Educ Technology Supv	21	29358	40639



317  
316

University of the Virgin Islands  
New Job Classes  
Listed by Grade

<u>NO</u>	<u>JOBGROUP</u>	<u>JOBTITLE</u>	<u>GRADE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
75	Student Affairs	Educ Testing Supv	21	29358	40639
87	Extension Service	Extension Program Supv	21	29358	40639
188	Student Affairs	Student Activities Supv	21	29358	40639
191	Student Affairs	Student Housing Supv	21	29358	40639
200	Academic Affairs	Assistant Professor	21	29358	40639
204	Research Programs	Senior Research Associate	21	29358	40639
22	University Management	Asst to President/Title III	22	31146	43114
59	Student Affairs	Counseling Supv	22	31146	43114
100	Student Affairs	Health Services Supv	22	31146	43114
104	Business Management	Human Resources Asst Mgr	22	31146	43114
10	Financial Management	Accounting Supv II	23	33043	45739
86	Extension Service	Extension District Supv	23	33043	45739
125	Library Services	Library Supv	23	33043	45739
182	Business Management	Small Bus Dev Assoc Dir	23	33043	45739
24	Financial Management	Asst to VP, Bus & Finance	24	35055	48525
58	Student Affairs	Counseling Mgr	24	35055	48525
72	University Management	Development Asst Dir	24	35055	48525
95	Student Affairs	Financial Aid Supv	24	35055	48525
105	Business Management	Human Resources Mgr	24	35055	48525
145	Physical Plant	Physical Plant Asst Dir	24	35055	48525
193	University Management	Theatre Mgr	24	35055	48525
201	Academic Affairs	Associate Professor	24	35055	48525
205	Research Programs	Research Scientist	24	35055	48525
2	Academic Management	Academic Services Mgr	25	37190	51480
29	Financial Management	Budget Mgr	25	37190	51480
31	Business Management	Business and Facility Mgr	25	37190	51480
38	Business Management	Business Operations Mgr	25	37190	51480
113	University Management	Instit Res & Plng Dir	25	37190	51480
160	University Management	Public Info Dir	25	37190	51480
183	Business Management	Small Bus Dev Dir	25	37190	51480
189	Student Affairs	Student Affairs Asst Dir	25	37190	51480
192	Student Affairs	Student Services Manager	25	37190	51480
56	Academic Management	Continuing Education Mgr	26	39455	54615
71	Data Processing	Data Processing Mgr	26	39455	54615
73	University Management	Development Dir	26	39455	54615
91	Physical Plant	Facilities Program Coord	26	39455	54615
118	Library Services	Libraries Dir	26	39455	54615
146	Physical Plant	Physical Plant Director	26	39455	54615
1	Academic Management	Academic Services Dir	27	41858	57941
57	Financial Management	Controller	27	41858	57941
82	Extension Service	Extension Assoc Dir	27	41858	57941
171	Research Programs	Research Director	27	41858	57941
190	Student Affairs	Student Affairs Director	27	41858	57941
202	Academic Affairs	Professor	27	41858	57941
206	Research Programs	Senior Research Scientist	27	41858	57941
55	Academic Management	Continuing Education Dir	28	44407	61470
184	Academic Management	StCroix Campus Dir	28	44407	61470

CONSOLIDATED PAY PLAN FOR UNIVERSITY EMPLOYEES

12-STEP--(3.0% Increment)--(Overlap at Step 3)

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TWELVE STEP SALARY PLAN (3 STEP OVERLAP)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	L1	L2	L3
Grade 1	9,000	9,270	9,548	9,835	10,130	10,433	10,746	11,069	11,401	11,743	12,095	12,458	12,832	13,217	13,613
Grade 2	9,548	9,835	10,130	10,433	10,746	11,069	11,401	11,743	12,095	12,458	12,832	13,217	13,613	14,022	14,442
Grade 3	10,130	10,433	10,746	11,069	11,401	11,743	12,095	12,458	12,832	13,217	13,613	14,022	14,442	14,876	15,322
Grade 4	10,746	11,069	11,401	11,743	12,095	12,458	12,832	13,217	13,613	14,022	14,442	14,876	15,322	15,782	16,255
Grade 5	11,401	11,743	12,095	12,458	12,832	13,217	13,613	14,022	14,442	14,876	15,322	15,782	16,255	16,743	17,245
Grade 6	12,095	12,458	12,832	13,217	13,613	14,022	14,442	14,876	15,322	15,782	16,255	16,743	17,245	17,762	18,295
Grade 7	12,832	13,217	13,613	14,022	14,442	14,876	15,322	15,782	16,255	16,743	17,245	17,762	18,295	18,844	19,409
Grade 8	13,613	14,022	14,442	14,876	15,322	15,782	16,255	16,743	17,245	17,762	18,295	18,844	19,409	19,992	20,591
Grade 9	14,442	14,876	15,322	15,782	16,255	16,743	17,245	17,762	18,295	18,844	19,409	19,992	20,591	21,209	21,845
Grade 10	15,322	15,782	16,255	16,743	17,245	17,762	18,295	18,844	19,409	19,992	20,591	21,209	21,845	22,501	23,176
Grade 11	16,255	16,743	17,245	17,762	18,295	18,844	19,409	19,992	20,591	21,209	21,845	22,501	23,176	23,871	24,587
Grade 12	17,245	17,762	18,295	18,844	19,409	19,992	20,591	21,209	21,845	22,501	23,176	23,871	24,587	25,325	26,085
Grade 13	18,295	18,844	19,409	19,992	20,591	21,209	21,845	22,501	23,176	23,871	24,587	25,325	26,085	26,867	27,673
Grade 14	19,409	19,992	20,591	21,209	21,845	22,501	23,176	23,871	24,587	25,325	26,085	26,867	27,673	28,503	29,358
Grade 15	20,591	21,209	21,845	22,501	23,176	23,871	24,587	25,325	26,085	26,867	27,673	28,503	29,358	30,239	31,146
Grade 16	21,845	22,501	23,176	23,871	24,587	25,325	26,085	26,867	27,673	28,503	29,358	30,239	31,146	32,081	33,043
Grade 17	23,176	23,871	24,587	25,325	26,085	26,867	27,673	28,503	29,358	30,239	31,146	32,081	33,043	34,034	35,055
Grade 18	24,587	25,325	26,085	26,867	27,673	28,503	29,358	30,239	31,146	32,081	33,043	34,034	35,055	36,107	37,190
Grade 19	26,085	26,867	27,673	28,503	29,358	30,239	31,146	32,081	33,043	34,034	35,055	36,107	37,190	38,306	39,455
Grade 20	27,673	28,503	29,358	30,239	31,146	32,081	33,043	34,034	35,055	36,107	37,190	38,306	39,455	40,639	41,858
Grade 21	29,358	30,239	31,146	32,081	33,043	34,034	35,055	36,107	37,190	38,306	39,455	40,639	41,858	43,114	44,407
Grade 22	31,146	32,081	33,043	34,034	35,055	36,107	37,190	38,306	39,455	40,639	41,858	43,114	44,407	45,739	47,112
Grade 23	33,043	34,034	35,055	36,107	37,190	38,306	39,455	40,639	41,858	43,114	44,407	45,739	47,112	48,525	49,981
Grade 24	35,055	36,107	37,190	38,306	39,455	40,639	41,858	43,114	44,407	45,739	47,112	48,525	49,981	51,480	53,024
Grade 25	37,190	38,306	39,455	40,639	41,858	43,114	44,407	45,739	47,112	48,525	49,981	51,480	53,024	54,615	56,254
Grade 26	39,455	40,639	41,858	43,114	44,407	45,739	47,112	48,525	49,981	51,480	53,024	54,615	56,254	57,941	59,679
Grade 27	41,858	43,114	44,407	45,739	47,112	48,525	49,981	51,480	53,024	54,615	56,254	57,941	59,679	61,470	63,314
Grade 28	44,407	45,739	47,112	48,525	49,981	51,480	53,024	54,615	56,254	57,941	59,679	61,470	63,314	65,213	67,170
Grade 29	47,112	48,525	49,981	51,480	53,024	54,615	56,254	57,941	59,679	61,470	63,314	65,213	67,170	69,185	71,260
Grade 30	49,981	51,480	53,024	54,615	56,254	57,941	59,679	61,470	63,314	65,213	67,170	69,185	71,260	73,398	75,600
Grade 31	53,024	54,615	56,254	57,941	59,679	61,470	63,314	65,213	67,170	69,185	71,260	73,398	75,600	77,868	80,204