

Effect of Wage Freeze/Furloughs per CWA Settlement June 2009

Note that Fall 10 and Spring 2011 salary amounts equal half year at the applicable annual rates.

FURLOUGHS

A PSS IV on step 2 in Spring 07 is receiving \$39,997. Using the negotiated percentage increases applied to our Ranges and Steps and deducting 1.5% for health benefits in each subsequent year.

Professional Service Specialist IV						
(Range 18)		Increase	Annual	Less Health	Net Salary	% Increase over previous year after deduction
Spring 2007	Step 2		\$39,997.44	1.50%		
Fall 07-Spring 08	Step 3	with 3%	\$43,158.43	\$647.38	\$42,511.05	6.28%
Fall 08-Spring 09	Step 4	with 3%	\$46,473.08	\$697.10	\$45,775.98	7.68%
Fall 09-Spring 10	Step 5	with 0%	\$48,492.97	\$727.39	\$47,765.58	4.35%
Fall 10	Step 6	with 3.5%	\$26,140.41	\$392.11	\$25,748.30	
Spring 2011	Step 6	with 3.5%	\$27,055.33	\$405.83	\$26,649.50	
Total 2010-2011			\$53,195.74	\$797.94	\$52,397.80	9.70%
Total Increase %			33.00%	% over Spring'07	31.00%	
Annual salary January, 2011			\$54,110.65			

261 Work Days in AY 2009 -10	
Daily rate 2009-2010	\$185.80
10 furlough days	3 furlough days
\$1,857.97	\$557.39
After 1.5% health ben. deduction	
2011 w/o freeze	\$53,298.99
2011 w/freeze	\$52,397.80
Lost wages	\$901.19

An Assistant Professor on step 3 in Spring 07 is receiving \$50,935. Using the negotiated percentage increases applied to our Ranges and Steps and deducting 1.5% for health benefits in each subsequent year.

Assistant Professor or Assistant Director III Prof Staff						
(Range 22)		Increase	Annual	Less Health	Net Salary	% Increase over previous year after deduction
Spring 2007	Step 3		\$50,935.60	1.50%		
Fall 07-Spring 08	Step 4	with 3%	\$54,848.87	\$822.73	\$54,026.14	6.07%
Fall 08-Spring 09	Step 5	with 3%	\$58,951.10	\$884.27	\$58,066.83	7.48%
Fall 09-Spring 10	Step 6	with 0%	\$61,407.86	\$921.12	\$60,486.74	4.17%
Fall 2010	Step 7	with 3.5%	\$33,049.94	\$495.75	\$32,554.19	
Spring 2011		with 3.5%	\$34,206.69	\$513.10	\$33,693.59	
Total 2010-2011			\$67,256.63	\$1,008.85	\$66,247.78	9.52%
Total Increase %			32.04%	% over Spring'07	30.06%	
Annual salary January, 2011			\$68,413.38			

Faculty 217 Work Days in AY 2009-10	Prof Staff 261 Work Days in AY 2009 -10
Faculty Daily rate 2009-2010	Prof Staff Daily
\$282.99	\$235.28
10 furlough days	
\$2,829.86	\$2,352.79
3 furlough days	
\$848.96	\$705.84
After 1.5% health ben. deduction	
2011 w/o freeze	\$67,387.18
2011 w/freeze	\$66,247.78
Lost wages	\$1,139.40

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A PSS II on step 8 in Spring 07 is receiving \$68,912. Using the negotiated percentage increases applied to our Ranges and Steps and deducting 1.5% for health benefits in each subsequent year. In Fall 09 1/2 year is at Step 9 & the other half at Step 10 because of the longer period between Step increases after Step 7.

Professional Service Specialist II						% Increase over previous year after deduction
(Range 24)		Increase	Annual	Less Health	Net Salary	
Spring 2007	Step 8		\$68,912.39	1.50%		
Fall 07-Spring 08	Step 8	with 3%	\$70,979.76	\$1,064.70	\$69,915.06	1.45%
Fall 08-Spring 09	Step 9	with 3%	\$75,816.06	\$1,137.24	\$74,678.82	6.81%
Fall 09-Spring 10	Step 9 & 10	with 0%	\$77,174.53	\$1,157.62	\$76,016.91	1.79%
Fall 2010	Step 10	with 3.5%	\$40,635.63	\$609.53	\$40,026.10	
Spring 2011		with 3.5%	\$42,057.88	\$630.87	\$41,427.01	
Total 2010-2011			\$82,693.51	\$1,240.40	\$81,453.11	7.15%
Total Increase %			20.00%	% over Spring'07		18.20%
Annual salary January, 2011			\$84,115.76			

261 Work Days in AY 2009 -10

Daily rate 2009-2010
\$295.69

10 furlough days	3 furlough days
\$2,956.88	\$887.06

After 1.5% health ben. deduction	
2011 w/o freeze	\$82,854.02
2011 w/freeze	\$81,453.11
Lost wages	\$1,400.92

A PSS I on step 10 in Spring 07 is receiving \$85,706 and will move to Step 11 in Fall 07. Using the negotiated percentage increases applied to our Ranges and Steps and deducting 1.5% for health benefits in each subsequent year This person remains on Step 11 for 2 years because of the longer period between a Step increase after Step 11.

Professional Service Specialist I						% Increase over previous year after deduction
(Range 27)		Increase	Annual	Less Health	Net Salary	
Spring 2007	Step 10		\$85,706.92	1.50%		
Fall 07-Spring 08	Step 11	with 3%	\$91,323.08	\$1,369.85	\$89,953.24	4.95%
Fall 08-Spring 09	Step 11	with 3%	\$94,062.77	\$1,410.94	\$92,651.83	3.00%
Fall 09-Spring 10	Step 12	with 0%	\$97,199.08	\$1,457.99	\$95,741.09	3.33%
Fall 2010	Step 12	with 3.5%	\$50,300.52	\$754.51	\$49,546.02	
Spring 2011		with 3.5%	\$52,061.04	\$780.92	\$51,280.13	
Total 2010-2011			\$102,361.57	\$1,535.42	\$100,826.14	5.31%
Total Increase %			19.43%	% over Spring'07		17.64%
Annual salary January, 2011			\$104,122.08			

261 Work Days in AY 2009 -10

Daily rate 2009-2010
\$372.41

10 furlough days	3 furlough days
\$3,724.10	\$1,117.23

After 1.5% health ben. deduction	
2011 w/o freeze	\$102,560.25
2011 w/freeze	\$100,826.14
Lost wages	\$1,734.11

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An Associate Professor at Range 26 is on step 9 in Spring 07 & is receiving \$78,808 and will move to Step 10 in Fall 07. Using the negotiated percentage increases applied to our Ranges and Steps and deducting 1.5% for health benefits in each subsequent year. This person remains on Step 10 for 1 1/2 years because of the longer period between step increase after Step 7. In Fall 09 1/2 year is at Step 9 & the other half at Step 10 because of the longer

217 Work Days in AY 2009-10

Associate Professor (Range 26)		Increase	Annual	Less Health	Net Salary	% Increase over previous year after deduction
Spring 2007	Step 9		\$78,808.87	1.50%		
Fall 07-Spring 08	Step 10	with 3%	\$84,073.08	\$1,261.10	\$82,811.99	5.08%
Fall 08-Spring 09	Step 10 & 11	with 3%	\$88,088.75	\$1,321.33	\$86,767.42	4.78%
Fall 09-Spring 10	Step 11	with 0%	\$89,582.22	\$1,343.73	\$88,238.48	1.70%
Fall 2010	Step 11	with 3.5%	\$46,358.80	\$695.38	\$45,663.42	
Spring 2011		with 3.5%	\$47,981.36	\$719.72	\$47,261.64	
Total 2010-2011			\$94,340.15	\$1,415.10	\$92,925.05	5.31%
Total Increase %			19.71%	% over Spring'07		17.91%
Annual salary January, 2011			\$95,962.71			

Daily rate 2009-2010
\$412.82

10 furlough days	3 furlough days
\$4,128.21	\$1,238.46

After 1.5% health ben. deduction	
2011 w/o freeze	\$94,523.27
2011 w/freeze	\$92,925.05
Lost wages	\$1,598.22

An Associate Professor at Range 28 is on step 11 in Spring 07 & is receiving \$93,097 and will move to Step 12 in Fall 09. Using the negotiated percentage increases applied to our Ranges and Steps and deducting 1.5% for health benefits in each subsequent year, they will end with a salary of \$107,689 after health benefit deductions. The salary will have increased by 15.67% in the 4th year after health deductions. This person remains on Step 11 for 2 years

217 Work Days in AY 2009-10

Associate Professor (Range 28)		Increase	Annual	Less Health	Net Salary	% Increase over previous year after deduction
Spring 2007	Step 11		93,097.69	1.50%		
Fall 07-Spring 08	Step 11	with 3%	95,890.62	\$1,438.36	\$94,452.26	1.46%
Fall 08-Spring 09	Step 12	with 3%	102,060.47	\$1,530.91	\$100,529.56	6.43%
Fall 09-Spring 10	Step 12	with 0%	102,060.47	\$1,530.91	\$100,529.56	0.00%
Fall 2010	Step 12	with 3.5%	52,816.29	\$792.24	\$52,024.05	
Spring 2011	Step 12	with 3.5%	54,664.86	\$819.97	\$53,844.89	
Total 2010-2011			\$107,481.15	\$1,612.22	\$105,868.94	5.31%
Total Increase %			15.45%	% over Spring'07		13.72%
Annual salary January, 2011			\$109,329.73			

Daily rate 2009-2010
\$470.32

10 furlough days	3 furlough days
\$4,703.25	\$1,410.97

After 1.5% health ben. deduction	
2011 w/o freeze	\$107,689.78
2011 w/freeze	\$105,868.94
Lost wages	\$1,820.84

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A Professor at Range 30 is on Step 10 in Spring 07 & is receiving \$99,207 and will remain on Step 10 in Fall 07 but move to Step 11 in spring 08. Using the negotiated percentage increases applied to our Ranges and Steps and deducting 1.5% for health benefits in each subsequent year. This person remains on Step 10 for 1 1/2 years because of the longer period between step increase after Step 7. In Academic Year Fall 07 1/2 year is at Step 10 & the other half at Step 11. In Fall 09, 1/2 year is at Step 11 and Spring semester at Step 12 because of the longer period between Step increases after Step 11.

217 Work Days in AY 2009-10

Professor (Range 30)		Increase	Annual	Less Health	Net Salary	% Increase over previous year after deduction
Spring 2007	Step 10		\$99,207.46	1.50%		
Fall 07-Spring 08	Step 10 & 11	with 3%	\$103,945.42	\$1,559.18	\$102,386.24	3.20%
Fall 08-Spring 09	Step 11	with 3%	\$108,878.38	\$1,633.18	\$107,245.20	4.75%
Fall 09-Spring 10	Step 11 & 12	with 0%	\$110,692.97	\$1,660.39	\$109,032.58	1.67%
Fall 2010	Step 12	with 3.5%	\$58,222.66	\$873.34	\$57,349.32	
Spring 2011	Step 12	with 3.5%	\$60,260.46	\$903.91	\$59,356.55	
Total 2010-2011			\$118,483.12	\$1,777.25	\$116,705.88	7.04%
Total Increase %			19.43%	% over Spring'07	17.64%	
Annual salary January, 2011			\$120,520.92			

Daily rate 2009-2010
\$510.11

10 furlough days	3 furlough days
\$5,101.06	\$1,530.32

After 1.5% health ben. deduction	
2011 w/o freeze	\$118,713.11
2011 w/freeze	\$116,705.88
Lost wages	\$2,007.23

A Professor on step 12 in Spring 07 is receiving \$106,049. Using the negotiated percentage increases applied to our Ranges and Steps and deducting 1.5% for health benefits in each subsequent year. Any AFT unit employee on Step 12 in Fall 07 will have the same percentage increase.

217 Work Days in AY 2009-10

Professor (Range 30)		Increase	Annual	Less Health	Net Salary	% Increase over previous year after deduction
Spring 2007	Step 12		\$106,049.17	1.50%		
Fall 07-Spring 08	Step 12	3%	\$109,230.65	\$1,638.46	\$107,592.19	1.45%
Fall 08-Spring 09	Step 12	3%	\$112,507.56	\$1,687.61	\$110,819.95	3.00%
Fall 09-Spring 10	Step 12	0.00%	\$112,507.56	\$1,687.61	\$110,819.95	0.00%
Fall 2010	Step 12	3.50%	\$58,222.66	\$873.34	\$57,349.32	
Spring 2011	Step 12	3.50%	\$60,260.46	\$903.91	\$59,356.55	
Total 2010-2011			\$118,483.12	\$1,777.25	\$116,705.88	5.31%
Total Increase %			11.72%	% over Spring'07	10.05%	
Annual salary January, 2011			\$120,520.92			

Daily rate 2009-2010
\$518.47

10 furlough days	3 furlough days
\$5,184.68	\$1,555.40

After 1.5% health ben. deduction	
2011 w/o freeze	\$118,713.10
2011 w/freeze	\$116,705.88
Lost wages	\$2,007.23