

**Sample calculations for CNJSCL Full Time Unit
using negotiated percentage increases and health benefit deduction.**

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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, they will end with a salary of \$53,298 after health benefit deductions. The salary will have increased by 33.26% in the 4th year after health deductions.

Professional Service Specialist IV (Range 18)				Less Health	Net Salary	% Increase over previous year after deduction
		Increase	Annual			
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 3.5%	\$50,190.23	\$752.85	\$49,437.37	8.00%
Fall 10-Spring 11	Step 6	with 3.5%	\$54,110.65	\$811.66	\$53,298.99	7.81%
Total Increase %			35.29%	% over Spring'07	33.26%	

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, they will end with a salary of \$67,387 after health benefit deductions. The salary will have increased by 32.30% in the 4th year after health deductions.

Assistant Professor (Range 22)				Less Health	Net Salary	% Increase over previous year after deduction
		Increase	Annual			
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 3.5%	\$63,557.14	\$953.36	\$62,603.78	7.81%
Fall 10-Spring 11	Step 7	with 3.5%	\$68,413.38	\$1,026.20	\$67,387.18	7.64%
Total Increase %			34.31%	% over Spring'07	32.30%	

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, they will end with a salary of \$82,854 after health benefit deductions. The salary will have increased by 20.23% in the 4th year after health deductions. 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 (Range 24)				Less Health	Net Salary	% Increase over previous year after deduction
		Increase	Annual			
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 3.5%	\$79,870.44	\$1,198.06	\$78,672.38	5.35%
Fall 10-Spring 11	Step 10	with 3.5%	\$84,115.76	\$1,261.74	\$82,854.02	5.32%
Total Increase %			22.06%	% over Spring'07	20.23%	

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, they will end with a salary of \$102,560 after health benefit deductions. The salary will have increased by 19.66% in the 4th year after health deductions. 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 (Range 27)				Less Health	Net Salary	% Increase over previous year after deduction
		Increase	Annual			
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 3.5%	\$100,601.05	\$1,509.02	\$99,092.03	6.95%
Fall 10-Spring 11	Step 12	with 3.5%	\$104,122.08	\$1,561.83	\$102,560.25	3.50%
Total Increase %			21.49%	% over Spring'07	19.66%	

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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, they will end with a salary of \$94,523 after health benefit deductions. The salary will have increased by 19.94% in the 4th year after health deductions. 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 period between Step increases after Step 7.

Associate Professor				Less Health	Net Salary	% Increase over previous year after deduction
(Range 26)		Increase	Annual			
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 3.5%	\$92,717.60	\$1,390.76	\$91,326.83	5.25%
Fall 10-Spring 11	Step 11	with 3.5%	\$95,962.71	\$1,439.44	\$94,523.27	3.50%
Total Increase %			21.77%	% over Spring'07		19.94%

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 because of the longer period between step 11 & step 12.

Associate Professor				Less Health	Net Salary	% Increase over previous year after deduction
(Range 28)		Increase	Annual			
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 3.5%	105,632.58	\$1,584.49	\$104,048.10	3.50%
Fall 10-Spring 11	Step 12	with 3.5%	109,329.73	\$1,639.95	\$107,689.78	3.50%
Total Increase %			17.44%	% over Spring'07		15.67%

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, they will end with a salary of \$118,713 after health benefit deductions. The salary will have increased by 19.66% in the 4th year after health deductions. 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.

Professor				Less Health	Net Salary	% Increase over previous year after deduction
(Range 30)		Increase	Annual			
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 3.5%	\$114,567.23	\$1,718.51	\$112,848.72	5.22%
Fall 10-Spring 11	Step 12	with 3.5%	\$120,520.92	\$1,807.81	\$118,713.11	5.20%
Total Increase %			21.48%	% over Spring'07		19.66%

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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, they will end with a salary of \$118,713 after health benefit deductions. The salary will have increased by 11.94% in the 4th year after health deductions. Any AFT unit employee on Step 12 in Fall 07 will have the same percentage increase.

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	3.50%	\$116,445.33	\$1,746.68	\$114,698.65	3.50%
Fall 10-Spring 11	Step 12	3.50%	\$120,520.92	\$1,807.81	\$118,713.10	3.50%
Total Increase %			13.65%	% over Spring'07	11.94%	