

## NU Values Pay Structures

5/1/2008

Administrative & Business Operations (AB, #24)							
		Annual		Monthly		Hourly	
Zone Name	Zone Code	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Assistant	AB00H	\$13,624	\$37,400	\$1,135.33	\$3,116.67	\$6.550	\$17.981
Associate	AB10H or S	\$23,000	\$62,600	\$1,916.67	\$5,216.67	\$11.058	\$30.096
Specialist	AB20H or S	\$37,000	\$116,500	\$3,083.33	\$9,708.33	\$17.788	\$56.010
Senior	AB30H or S	\$52,800	\$152,300	\$4,400.00	\$12,691.67	\$25.385	\$73.221

Advising, Career & Student Services (AS; #25)							
		Annual		Monthly		Hourly	
Zone Name	Zone Code	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Assistant	AS00H	\$20,200	\$36,500	\$1,683.33	\$3,041.67	\$9.712	\$17.548
Associate	AS10H or S	\$24,300	\$53,400	\$2,025.00	\$4,450.00	\$11.683	\$25.673
Specialist	AS20H or S	\$31,800	\$102,600	\$2,650.00	\$8,550.00	\$15.288	\$49.327
Senior	AS30H or S	\$53,000	\$154,400	\$4,416.67	\$12,866.67	\$25.481	\$74.231

Educational & Outreach Programs (EO, #26)							
		Annual		Monthly		Hourly	
Zone Name	Zone Code	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Assistant	EO00H	\$13,624	\$25,900	\$1,135.33	\$2,158.33	\$6.550	\$12.452
Associate	EO10H or S	\$18,500	\$52,400	\$1,541.67	\$4,366.67	\$8.894	\$25.192
Specialist	EO20H or S	\$27,700	\$97,300	\$2,308.33	\$8,108.33	\$13.317	\$46.779
Senior	EO30H or S	\$44,200	\$142,100	\$3,683.33	\$11,841.67	\$21.250	\$68.317

Facilities Planning & Operations (FP, #27)							
		Annual		Monthly		Hourly	
Zone Name	Zone Code	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Assistant	FP00H	\$13,624	\$39,900	\$1,135.33	\$3,325.00	\$6.550	\$19.183
Associate	FP10H or S	\$23,800	\$78,700	\$1,983.33	\$6,558.33	\$11.442	\$37.837
Specialist	FP20H or S	\$38,200	\$105,900	\$3,183.33	\$8,825.00	\$18.365	\$50.913
Senior	FP30H or S	\$56,700	\$149,800	\$4,725.00	\$12,483.33	\$27.260	\$72.019

Food Services & Dietary (FD, #28)							
		Annual		Monthly		Hourly	
Zone Name	Zone Code	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Assistant	FD00H	\$13,624	\$30,000	\$1,135.33	\$2,500.00	\$6.550	\$14.423
Associate	FD10H or S	\$20,000	\$50,100	\$1,666.67	\$4,175.00	\$9.615	\$24.087
Specialist	FD20H or S	\$33,400	\$93,600	\$2,783.33	\$7,800.00	\$16.058	\$45.000
Senior	FD30H or S	\$58,500	\$112,000	\$4,875.00	\$9,333.33	\$28.125	\$53.846

<b>Healthcare (HC, #29)</b>							
		<b>Annual</b>		<b>Monthly</b>		<b>Hourly</b>	
<b>Zone Name</b>	<b>Zone Code</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Assistant	HC00H	\$14,100	\$34,100	\$1,175.00	\$2,841.67	\$6.779	\$16.394
Associate	HC10H or S	\$22,700	\$47,600	\$1,891.67	\$3,966.67	\$10.913	\$22.885
Specialist	HC20H or S	\$31,700	\$91,700	\$2,641.67	\$7,641.67	\$15.240	\$44.087
Senior	HC30H or S	\$51,800	\$181,000	\$4,316.67	\$15,083.33	\$24.904	\$87.019

<b>Information Technology Job Family (IT, #30)</b>							
		<b>Annual</b>		<b>Monthly</b>		<b>Hourly</b>	
<b>Zone Name</b>	<b>Zone Code</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Assistant	IT00H	\$15,400	\$43,500	\$1,283.33	\$3,625.00	\$7.404	\$20.913
Associate	IT10H or S	\$29,000	\$87,700	\$2,416.67	\$7,308.33	\$13.942	\$42.163
Specialist	IT20H or S	\$37,000	\$115,500	\$3,083.33	\$9,625.00	\$17.788	\$55.529
Senior	IT30H or S	\$54,800	\$145,000	\$4,566.67	\$12,083.33	\$26.346	\$69.712

<b>Library Services Job Family (LS, #31)</b>							
		<b>Annual</b>		<b>Monthly</b>		<b>Hourly</b>	
<b>Zone Name</b>	<b>Zone Code</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Assistant	LS00H	\$16,500	\$29,000	\$1,375.00	\$2,416.67	\$7.933	\$13.942
Associate	LS10H or S	\$21,500	\$35,100	\$1,791.67	\$2,925.00	\$10.337	\$16.875
Specialist	LS20H or S	\$27,600	\$64,300	\$2,300.00	\$5,358.33	\$13.269	\$30.913

<b>Materials Management/Print Production Job Family (MM, #32)</b>							
		<b>Annual</b>		<b>Monthly</b>		<b>Hourly</b>	
<b>Zone Name</b>	<b>Zone Code</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Assistant	MA00H	\$15,000	\$35,700	\$1,250.00	\$2,975.00	\$7.212	\$17.163
Associate	MA10H or S	\$23,800	\$48,600	\$1,983.33	\$4,050.00	\$11.442	\$23.365
Specialist	MA20H or S	\$32,400	\$77,700	\$2,700.00	\$6,475.00	\$15.577	\$37.356
Senior	MA30H or S	\$46,100	\$116,000	\$3,841.67	\$9,666.67	\$22.163	\$55.769

<b>Museum &amp; Arts (MA, #33)</b>							
		<b>Annual</b>		<b>Monthly</b>		<b>Hourly</b>	
<b>Zone Name</b>	<b>Zone Code</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Assistant	MM00H	\$13,624	\$30,000	\$1,135.33	\$2,500.00	\$6.550	\$14.423
Associate	MM10H or S	\$20,000	\$50,300	\$1,666.67	\$4,191.67	\$9.615	\$24.183
Specialist	MM20H or S	\$26,600	\$79,200	\$2,216.67	\$6,600.00	\$12.788	\$38.077
Senior	MM30H or S	\$42,500	\$93,600	\$3,541.67	\$7,800.00	\$20.433	\$45.000

<b>Public Relations/Marketing/Development (PR, #34)</b>							
		<b>Annual</b>		<b>Monthly</b>		<b>Hourly</b>	
<b>Zone Name</b>	<b>Zone Code</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Assistant	PR00H	\$13,624	\$42,400	\$1,135.33	\$3,533.33	\$6.550	\$20.385
Associate	PR10H or S	\$28,800	\$61,500	\$2,400.00	\$5,125.00	\$13.846	\$29.567
Specialist	PR20H or S	\$34,300	\$103,500	\$2,858.33	\$8,625.00	\$16.490	\$49.760
Senior	PR30H or S	\$61,100	\$162,900	\$5,091.67	\$13,575.00	\$29.375	\$78.317

Public Safety (PS, #35)							
		Annual		Monthly		Hourly	
Zone Name	Zone Code	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Assistant	PS00H	\$16,400	\$28,300	\$1,366.67	\$2,358.33	\$7.885	\$13.606
Associate	PS10H or S	\$22,000	\$44,700	\$1,833.33	\$3,725.00	\$10.577	\$21.490
Specialist	PS20H or S	\$32,800	\$80,800	\$2,733.33	\$6,733.33	\$15.769	\$38.846
Senior	PS30H or S	\$50,500	\$93,000	\$4,208.33	\$7,750.00	\$24.279	\$44.712

Research & Agriculture (RA, #36)							
		Annual		Monthly		Hourly	
Zone Name	Zone Code	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Assistant	RA00H	\$13,624	\$31,800	\$1,135.33	\$2,650.00	\$6.550	\$15.288
Associate	RA10H or S	\$22,700	\$54,300	\$1,891.67	\$4,525.00	\$10.913	\$26.106
Specialist	RA20H or S	\$32,600	\$80,000	\$2,716.67	\$6,666.67	\$15.673	\$38.462
Senior	RA30H or S	\$50,000	\$106,600	\$4,166.67	\$8,883.33	\$24.038	\$51.250

Sports & Recreation (SR, #37)							
		Annual		Monthly		Hourly	
Zone Name	Zone Code	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Assistant	SR00H	\$15,400	\$33,300	\$1,283.33	\$2,775.00	\$7.404	\$16.010
Associate	SR10H or S	\$23,800	\$55,200	\$1,983.33	\$4,600.00	\$11.442	\$26.538
Specialist	SR20H or S	\$27,000	\$84,200	\$2,250.00	\$7,016.67	\$12.981	\$40.481
Senior	SR30H or S	\$35,400	\$184,500	\$2,950.00	\$15,375.00	\$17.019	\$88.702

Television/Radio/Video Productions (TR, #38)							
		Annual		Monthly		Hourly	
Zone Name	Zone Code	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Assistant	TR00H	\$13,624	\$43,700	\$1,135.33	\$3,641.67	\$6.550	\$21.010
Associate	TR10H or S	\$27,300	\$57,000	\$2,275.00	\$4,750.00	\$13.125	\$27.404
Specialist	TR20H or S	\$38,000	\$77,900	\$3,166.67	\$6,491.67	\$18.269	\$37.452
Senior	TR30H or S	\$51,900	\$138,400	\$4,325.00	\$11,533.33	\$24.952	\$66.538

**KEY**

Job Family Code: 2 character alpha: Job Family ID or Pay Scale Type  
 2 character numeric: Job Family ID imbedded in the Title Code

Zone Code: Pay zone reference or Pay Scale Group

