

Davis Technical College

Faculty Pay Schedule

For Full-Time 12 Month Salaried Employees

Fiscal Year 2018 - 2019

Pay Grade	Minimum	Midpoint	Maximum
2 Certification	44,249	53,099	71,684
3 Associate	46,938	56,326	76,040
4 Bachelor	49,240	59,088	79,769
5 Master	52,997	63,596	85,855
6 Designated Programs	57,987	69,584	93,938
7 Market Driven Programs	60,306	72,367	120,853

Faculty Pay Grade Descriptions:

1. **Faculty Pay Grade 1 = Not Used**
2. **Faculty Pay Grade 2 = Acceptable Industry Qualifications** or the following educational disciplines:
Medical Assistant, Master Esthetician, Cosmetology, Culinary Arts, Esthetician, Nail Technician, Hair Designer, Phlebotomy, Radiology Practical Technician
3. **Faculty Pay Grade 3 = Associate Degree** or the following educational disciplines:
Emergency Medical Technician, Advanced Emergency Medical Technician, Firefighter, Nurse Assistant, Home Health Aide, Pharmacy Technician, CNC Machining, Manufacturing Technology, Composite Materials Technology
4. **Faculty Pay Grade 4 = Bachelor Degree** or the following educational disciplines:
Dental Assisting, Health Information Technology, Welding Technology, Executive Chef/Culinary Arts Program Coordinator, Automotive Technology, Diesel/Heavy Duty Technology, Academic Development
5. **Faculty Pay Grade 5 = Master Degree** or the following educational disciplines:
Architectural and Engineering Design, Business Administrative Services, Digital Media Design, Cybersecurity instructor with industry certifications, Plumbing Apprentice, Electrician Apprentice, Heating and Air Conditioning, Nurse Assistant Coordinator with a bachelor degree, Practical Nurse instructor with a bachelor degree, Surgical Technology, Automation and Robotics, Plastic Injection Molding, Cosmetology Instructional and Salon Coordinator
6. **Faculty Pay Grade 6 = Faculty** in the following **designated educational disciplines**:
Cybersecurity instructor with a bachelor degree, Practical Nurse instructor with a master degree,
7. **Faculty Pay Grade 7 = Faculty** in the following **market driven designated educational disciplines**:
Cybersecurity instructor with a master degree, Software Development

Notes:

1. Annual Rate Schedule for FY 2019.
2. 9 month salary range amounts are calculated by multiplying the 12 month salary amount by the factor 212/260.
3. 10 month salary range amounts are calculated by multiplying the 12 month salary amount by the factor 235/260.
4. Faculty are eligible for the Educational Assistance Program to help with the costs of obtaining additional educational degrees.
5. Faculty designated as Lead Instructors receive \$100 per week (\$200 per pay period) as an assignment stipend. This stipend is not considered as part of base pay.

COLA Adjustment =

0.00%

28-Jun-18

Davis Technical College

**Professional/Administrative Pay Schedule
For Full-Time 12 Month Salaried Employees
Fiscal Year 2018 - 2019**

Pay Grade	Minimum	Midpoint	Maximum
35AP	78,485	94,182	117,728
34AP	75,467	90,560	113,200
33AP	72,564	87,077	108,846
32AP	69,773	83,728	104,660
31AP	67,090	80,508	100,635
30AP	64,510	77,412	96,765
29AP	62,029	74,435	93,044
28AP	59,643	71,572	89,465
27AP	57,349	68,819	86,024
26AP	55,143	66,172	82,715
25AP	53,023	63,627	79,534
24AP	50,983	61,180	76,475
23AP	49,023	58,827	73,534
22AP	47,476	56,564	70,705
21AP	47,476	54,388	67,985
20AP	47,476	52,296	65,370
19AP	47,476	50,285	62,856
18AP	47,476	48,351	60,439

Notes:

1. Annual Rate Schedule for FY 2019.

COLA Adjustment =

0.00%

28-Jun-18

Davis Technical College

**Classified Employee Hourly Rate Schedule
For Hourly Employees
Fiscal Year 2018 - 2019**

Pay Grade	Minimum	Midpoint	Maximum
25CL	20.54	24.64	29.82
24CL	19.94	23.92	28.95
23CL	19.35	23.22	28.10
22CL	18.80	22.55	27.29
21CL	18.25	21.89	26.49
20CL	17.71	21.25	25.72
19CL	17.20	20.63	24.97
18CL	16.70	20.03	24.24
17CL	16.21	19.45	23.54
16CL	15.74	18.88	22.85
15CL	15.28	18.33	22.18
14CL	14.84	17.80	21.54
13CL	14.40	17.28	20.91
12CL	13.99	16.78	20.31
11CL	13.58	16.29	19.72
10CL	13.18	15.81	19.14
9CL	12.80	15.35	18.58
8CL	12.43	14.91	18.05
7CL	12.05	14.46	17.50
6CL	11.70	14.03	16.98
5CL	11.34	13.60	16.46
4CL	11.00	13.20	15.98
3CL	10.67	12.80	15.49
2CL	10.35	12.42	15.03
1CL	10.04	12.04	14.57
A	7.25	11.68	14.14

Notes:

1. Hourly Rate Schedule for FY 2019.
2. Minimum wage is \$7.25 per hour effective July 24, 2009.
3. Minimum Wage for federal contract workers, effective for contracts beginning January 1, 2015 is \$10.10 per hour.

COLA Adjustment = **0.00%** **28-Jun-18**

Davis Technical College

**Classified Employee Pay Schedule
For Full-Time 12 Month Employees
For Comparison Purposes Only
Fiscal Year 2018 - 2019**

Pay Grade	Minimum	Midpoint	Maximum
25CL	42,693	51,232	61,991
24CL	41,450	49,740	60,185
23CL	40,243	48,291	58,432
22CL	39,070	46,884	56,730
21CL	37,932	45,518	55,077
20CL	36,827	44,192	53,472
19CL	35,754	42,905	51,915
18CL	34,713	41,655	50,403
17CL	33,702	40,442	48,935
16CL	32,720	39,264	47,509
15CL	31,767	38,120	46,125
14CL	30,842	37,010	44,782
13CL	29,943	35,932	43,478
12CL	29,071	34,885	42,211
11CL	28,224	33,869	40,981
10CL	27,403	32,883	39,788
9CL	26,604	31,925	38,629
8CL	25,829	30,995	37,504
7CL	25,054	30,065	36,379
6CL	24,303	29,163	35,287
5CL	23,573	28,288	34,228
4CL	22,866	27,439	33,201
3CL	22,180	26,616	32,205
2CL	21,515	25,818	31,240
1CL	20,869	25,043	30,302
A	15,080	24,292	29,393

Notes:

1. Annual Rate Schedule for FY 2019 For Comparison Purposes Only.
2. Minimum wage is \$15,080 effective July 24, 2009.
3. Minimum Wage for federal contract workers, effective for contracts beginning January 1, 2015 is \$21,008.

COLA Adjustment =

0.00%

28-Jun-18

Davis Technical College

Hourly Faculty Pay Schedule

For Classroom Coverage Policy Positions

Fiscal Year 2018 - 2019

Pay Grade	Minimum	Midpoint	Maximum
Classroom Assistant	10.67	12.80	15.49
2 - Certification			
Part-time Faculty: 100%	21.28	25.53	34.47
Associate Faculty: 80%	17.03	20.43	27.59
Adjunct Faculty: 60%	12.77	15.32	20.69
3 - Associate			
Part-time Faculty: 100%	22.57	27.08	36.56
Associate Faculty: 80%	18.06	21.67	29.26
Adjunct Faculty: 60%	13.55	16.25	21.94
4 - Bachelor			
Part-time Faculty: 100%	23.68	28.41	38.36
Associate Faculty: 80%	18.95	22.73	30.69
Adjunct Faculty: 60%	14.21	17.05	23.02
5 - Master			
Part-time Faculty: 100%	25.49	30.58	41.29
Associate Faculty: 80%	20.40	24.47	33.04
Adjunct Faculty: 60%	15.30	18.35	24.78
6 - Designated Programs			
Part-time Faculty: 100%	27.89	33.46	45.18
Associate Faculty: 80%	22.31	26.77	36.14
Adjunct Faculty: 60%	16.74	20.08	27.11
7 - Market Driven Programs			
Part-time Faculty: 100%	29.00	34.80	58.12
Associate Faculty: 80%	23.20	27.84	46.50
Adjunct Faculty: 60%	17.40	20.88	34.87

Hourly Faculty Pay Grade Descriptions:

- Classroom Assistant Pay Grade is equivalent to the Classified Pay Grade 3.
- Faculty Pay Grade 1 = Not Used
- Faculty Pay Grade 2 = Acceptable Industry Qualifications or the following educational disciplines:
Medical Assistant, Master Esthetician, Cosmetology, Culinary Arts, Esthetician, Nail Technician, Hair Designer, Phlebotomy, Radiology Practical Technician
- Faculty Pay Grade 3 = Associate Degree or the following educational disciplines:
Emergency Medical Technician, Advanced Emergency Medical Technician, Firefighter, Nurse Assistant, Home Health Aide, Pharmacy Technician, CNC Machining, Manufacturing Technology, Composite Materials Technology
- Faculty Pay Grade 4 = Bachelor Degree or the following educational disciplines:
Dental Assisting, Health Information Technology, Welding Technology, Executive Chef/Culinary Arts Program Coordinator, Automotive Technology, Diesel/Heavy Duty Technology, Academic Development
- Faculty Pay Grade 5 = Master Degree or the following educational disciplines:
Architectural and Engineering Design, Business Administrative Services, Digital Media Design, Cybersecurity instructor with industry certifications, Plumbing Apprentice, Electrician Apprentice, Heating and Air Conditioning, Nurse Assistant Coordinator with a bachelor degree, Practical Nurse instructor with a bachelor degree, Surgical Technology, Automation and Robotics, Plastic Injection Molding, Cosmetology Instructional and Salon Coordinator
- Faculty Pay Grade 6 = Faculty in the following designated educational disciplines:
Cybersecurity instructor with a bachelor degree, Practical Nurse instructor with a master degree,
- Faculty Pay Grade 7 = Faculty in the following market driven designated educational disciplines:
Cybersecurity instructor with a master degree, Software Development

Notes:

- Hourly Rate Schedule for FY 2019.
- Use of this Pay Schedule is subject to the Classroom Coverage Policy.
- Minimum Wage for federal contract workers, effective for contracts beginning January 1, 2015 is \$10.10 per hour.

COLA Adjustment = **0.00%**

28-Jun-18

Davis Technical College
Hourly Faculty Pay Schedule
For Employer and Continuing Occupational Education (ECOE)
and Business Resource Center (BRC)
Fiscal Year 2018 - 2019

Pay Grade	Minimum	Midpoint	Maximum
ECOE/BRC Instructor 1	18.95	26.37	38.36
ECOE/BRC Instructor 2	23.68	28.41	38.36
ECOE/BRC Instructor 3	25.49	30.58	41.29
ECOE/BRC Instructor 4	36.00	53.28	75.00
ECOE/BRC Instructor 5	76.00	276.48	500.00

ECOE/BRC Instructor Pay Grade Descriptions:

1. **ECOE Instructor Pay Grade 1** = Minimum acceptable industry qualifications.
The top of the Pay Grade is equivalent to the Faculty Bachelor Degree Pay Grade.
2. **ECOE Instructor Pay Grade 2** = Mid-level industry qualifications/ Journeyman/ certification.
Pay Grade is equivalent to the Faculty Bachelor Degree Pay Grade.
3. **ECOE Instructor Pay Grade 3** = Master level industry qualifications/ Master Journeyman/
specialized industry certifications/ multiple certifications.
Pay Grade is equivalent to the Faculty Master Degree Pay Grade.
4. **ECOE Instructor Pay Grade 4** = Highest level of qualification/ certification and specialization.
Documentation of specialization and certifications, and prior approval of VP of ECOE.
5. **ECOE Instructor Pay Grade 5** = Placements are subject to specialization of field and topic, and the limitation
of available qualified instructors. Requires prior approval of the college President.

Notes:

1. Hourly Rate Schedule for FY 2019.
2. Use of this Pay Schedule is subject to the Classroom Coverage Policy.
3. All initial appointments to positions assigned to wage ranges shall normally be at the minimum rate of the wage range. Exceptions may be allowed if:
 - I. A qualified employee cannot be recruited at the beginning rate, or
 - II. The qualifications of the individual selected exceed the minimum requirements and the individual's performance is expected to be at a higher level.

COLA Adjustment = **0.00%**

28-Jun-18

Davis Technical College

Performance Based Pay Progression Table

For Salaried and Full-time Employees
 For Employee Performance During Fiscal Year 2017 - 2018
 for FY2019 Calculations

	<i>Below Midpoint</i>				<i>Above Midpoint</i>			
Employee Performance	<i>Compa Ratio</i>							
Evaluation Rating of Meets	85 or Below	> 85 to 90	>90 to 95	>95 to 100	>100 to 105	>105 to 110	>110% 115	> 115 to Max
or Exceeds Expectations	4.35%	3.85%	3.35%	2.85%	2.35%	1.85%	1.35%	1.00%

**DAVIS TECHNICAL COLLEGE
PUBLIC EMPLOYEES HEALTH PROGRAM
HEALTH PREMIUM RATES**

EFFECTIVE: July 2018 - June 2019

BI-WEEKLY MEDICAL CONTRIBUTIONS				
PEHP STAR	Employer			
	Employer	HSA	Employee	Total
SUMMIT/ADVANTAGE STAR				
SINGLE	\$ 204.17	\$ 30.46	\$ -	\$ 234.63
DOUBLE	\$ 422.84	\$ 60.92	\$ -	\$ 483.76
FAMILY	\$ 584.90	\$ 60.92	\$ -	\$ 645.82
PREFERRED CARE STAR				
SINGLE	\$ 204.17	\$ 30.46	\$ 64.14	\$ 298.77
DOUBLE	\$ 422.84	\$ 60.92	\$ 132.87	\$ 616.63
FAMILY	\$ 584.90	\$ 60.92	\$ 184.09	\$ 829.91

ANNUAL MEDICAL (26 pay periods)			
Employer	Employer		
	Employer	HSA	Employee
\$ 5,308.42	\$ 791.96	\$ -	\$ 6,100.38
\$ 10,993.84	\$ 1,583.92	\$ -	\$ 12,577.76
\$ 15,207.40	\$ 1,583.92	\$ -	\$ 16,791.32
\$ 5,308.42	\$ 791.96	\$ 1,667.64	\$ 7,768.02
\$ 10,993.84	\$ 1,583.92	\$ 3,454.62	\$ 16,032.38
\$ 15,207.40	\$ 1,583.92	\$ 4,786.34	\$ 21,577.66

PEHP TRADITIONAL				
SUMMIT/ADVANTAGE CARE				
SINGLE	\$ 239.20	\$ -	\$ 21.50	\$ 260.70
DOUBLE	\$ 493.19	\$ -	\$ 44.33	\$ 537.52
FAMILY	\$ 658.40	\$ -	\$ 59.18	\$ 717.58
PREFERRED CARE				
SINGLE	\$ 234.63	\$ -	\$ 108.47	\$ 343.10
DOUBLE	\$ 483.77	\$ -	\$ 223.68	\$ 707.45
FAMILY	\$ 645.83	\$ -	\$ 298.58	\$ 944.41

\$ 6,219.20	\$ -	\$ 559.00	\$ 6,778.20
\$ 12,822.94	\$ -	\$ 1,152.58	\$ 13,975.52
\$ 17,118.40	\$ -	\$ 1,538.68	\$ 18,657.08
\$ 6,100.38	\$ -	\$ 2,820.22	\$ 8,920.60
\$ 12,578.02	\$ -	\$ 5,815.68	\$ 18,393.70
\$ 16,791.58	\$ -	\$ 7,763.08	\$ 24,554.66

BI-WEEKLY DENTAL CONTRIBUTIONS				
PEHP DENTAL	Employer			
	Employer	HSA	Employee	Total
TRADITIONAL				
SINGLE	\$ 11.85	\$ -	\$ 2.39	\$ 14.24
DOUBLE	\$ 22.01	\$ -	\$ 4.42	\$ 26.43
FAMILY	\$ 40.08	\$ -	\$ 8.06	\$ 48.14
PREFERRED CHOICE				
SINGLE	\$ 11.85	\$ -	\$ 1.32	\$ 13.17
DOUBLE	\$ 22.01	\$ -	\$ 2.45	\$ 24.46
FAMILY	\$ 40.07	\$ -	\$ 4.45	\$ 44.52
REGENE EXPRESSIONS				
SINGLE	\$ 12.22	\$ -	\$ 9.86	\$ 22.08
DOUBLE	\$ 22.69	\$ -	\$ 17.39	\$ 40.08
FAMILY	\$ 41.31	\$ -	\$ 30.85	\$ 72.16

ANNUAL DENTAL (26 pay periods)			
Employer	Employer		
	Employer	HSA	Employee
\$ 308.10	\$ -	\$ 62.14	\$ 370.24
\$ 572.26	\$ -	\$ 114.92	\$ 687.18
\$ 1,042.08	\$ -	\$ 209.56	\$ 1,251.64
\$ 308.10	\$ -	\$ 34.32	\$ 342.42
\$ 572.26	\$ -	\$ 63.70	\$ 635.96
\$ 1,041.82	\$ -	\$ 115.70	\$ 1,157.52
\$ 317.72	\$ -	\$ 256.36	\$ 574.08
\$ 589.94	\$ -	\$ 452.14	\$ 1,042.08
\$ 1,074.06	\$ -	\$ 802.10	\$ 1,876.16

BI-WEEKLY VISION CONTRIBUTIONS				
EYEMED - FULL	Employer			
	Employer	HSA	Employee	Total
SINGLE	\$ -	\$ -	\$ 3.40	\$ 3.40
DOUBLE	\$ -	\$ -	\$ 5.56	\$ 5.56
FAMILY	\$ -	\$ -	\$ 7.71	\$ 7.71
EYEMED - EYEWEAR ONLY				
SINGLE	\$ -	\$ -	\$ 2.94	\$ 2.94
DOUBLE	\$ -	\$ -	\$ 4.67	\$ 4.67
FAMILY	\$ -	\$ -	\$ 6.40	\$ 6.40
OPTICARE - FULL				
SINGLE	\$ -	\$ -	\$ 3.83	\$ 3.83
DOUBLE	\$ -	\$ -	\$ 6.10	\$ 6.10
FAMILY	\$ -	\$ -	\$ 9.04	\$ 9.04
OPTICARE - EYEWEAR ONLY				
SINGLE	\$ -	\$ -	\$ 2.94	\$ 2.94
DOUBLE	\$ -	\$ -	\$ 4.46	\$ 4.46
FAMILY	\$ -	\$ -	\$ 6.29	\$ 6.29

ANNUAL VISION (26 pay periods)			
Employer	Employer		
	Employer	HSA	Employee
\$ -	\$ -	\$ 88.40	\$ 88.40
\$ -	\$ -	\$ 144.56	\$ 144.56
\$ -	\$ -	\$ 200.46	\$ 200.46
\$ -	\$ -	\$ 76.44	\$ 76.44
\$ -	\$ -	\$ 121.42	\$ 121.42
\$ -	\$ -	\$ 166.40	\$ 166.40
\$ -	\$ -	\$ 99.58	\$ 99.58
\$ -	\$ -	\$ 158.60	\$ 158.60
\$ -	\$ -	\$ 235.04	\$ 235.04
\$ -	\$ -	\$ 76.44	\$ 76.44
\$ -	\$ -	\$ 115.96	\$ 115.96
\$ -	\$ -	\$ 163.54	\$ 163.54