**Normalized Hourly Base Rate (NHBR)**

The best way to compare pay is to break the pay down into an hourly rate. This provides a common baseline for comparison regardless of an employee's length of appointment, standard hours, or compensation frequency. When we break pay down into this hourly rate, we refer to it as the "normalized hourly base rate."

The normalized hourly base rate excludes additional components of pay such as academic administrative augmentation, faculty administrative augmentation, increment, and regent's professorship pay.

The dashboard linked below provides *average* and *median* normalized hourly base rate by job code. You may drill into further details on specific employees by clicking on the NHBR Employee Record Count number.

Employee Normalized Hourly Base Rate Dashboard

**Calculating Annual Compensation Using NHBR**

To calculate the annual compensation for an individual employee using the NHBR, multiply the NHBR by the total number of hours scheduled annually; for example:

NHBR * 2080 = annual compensation for 12 month 40 standard hours/week
NHBR * 1720 = annual compensation for 10 month 40 standard hours/week
NHBR * 1560 = annual compensation for 9 month 40 standard hours/week