

11/06/2020	Campus	None	ZDeptID	None	Job Code - Job Title	None
	VP (HR)	None	Department	None	Job Category	Civil Service, Faculty, Labor Represented, P&A
	College/Admin Unit	None			Paygroup	P09, P10, P12

Employee Outside of Salary Grade Range																										
Above Max / Below Min	Normalized Hourly Base Rate	Salary Admin Plan	Salary Grade	Minimum Hourly Rate	Midpoint Hourly Rate	Maximum Hourly Rate	Normalized Annual Base Salary	Minimum Annual Rate	Midpoint Annual Rate	Maximum Annual Rate	Calculated Annual P12	Calculated Annual P10	Calculated Annual P09	Job Code - Job Title	Job Code Start Date	Years in Job Code	University Start Date	Years at the University	Paygroup	Job Category	Empl Class	Standard Hours	College/Admin Unit	ZDeptID	Department	
Above Max	\$77.21	C6	115	\$36.51	\$54.78	\$73.04	\$160,597	\$75,941	\$113,932	\$151,923	\$160,597	\$132,801	\$120,448	0729ZA - Research Supt Mgr 3 No Entry	11/2/2015	5.0	4/1/1990	30.6	P12	Civil Service	Civil Service	40.00	TIOT - SCIENCE & ENGINEERING, COL OF	Z0286 - CSENG Earth Sciences, Dept of	11130 - CSENG Earth Sciences, Dept of	
Above Max	\$32.15	C4	30	\$20.38	\$25.41	\$30.43	\$66,872	\$42,390	\$52,842	\$63,294	\$66,872	\$55,298	\$50,154	1897 - Program/Project Specialist	11/2/2015	5.0	10/1/1976	44.1	P12	Labor Represented	LR - Clerical	40.00	TEXT - EXTENSION, U OF MN	Z0036 - MNEXT Youth Development	11535 - YD Operations	
	\$32.52	C4	30	\$20.38	\$25.41	\$30.43	\$67,642	\$42,390	\$52,842	\$63,294	\$67,642	\$55,934	\$50,731	1897 - Program/Project Specialist	11/2/2015	5.0	12/4/2006	13.9	P12	Labor Represented	LR - Clerical	40.00	TRSC - RESEARCH, OFFICE OF VP FOR	Z0050 - RSRCH Infectious Disease Rsrch	11361 - Infectious Disease Rsrch/Pol	
Above Max	\$28.03	C5	91A	\$6.53	\$16.28	\$26.02	\$51,015	\$13,582	\$33,852	\$54,122	\$58,302	\$48,212	\$43,727	5201 - Lithographer	1/24/2000	20.8	1/24/2000	20.8	P12	Labor Represented	LR - Trades	35.00	TAUX - AUXILIARY SERVICES	Z0407 - AUXSV Printing & General Svcs	11629 - Printing Plant	
Above Max	\$28.03	C5	91B	\$24.39	\$26.05	\$27.70	\$51,015	\$50,731	\$54,174	\$57.616	\$58,302	\$48,212	\$43,727	5202 - Lead Lithographer	11/1/1998	22.0	4/6/2015	5.6	P12	Labor Represented	LR - Trades	35.00	TAUX - AUXILIARY SERVICES	Z0407 - AUXSV Printing & General Svcs	11629 - Printing Plant	
Above Max	\$27.86	C5	94B	\$19.87	\$21.34	\$22.81	\$50,705	\$41,330	\$44,387	\$47,445	\$57,949	\$47,919	\$43,462	5210 - Printing Equipment Operator	2/2/1981	39.8	4/6/2015	5.6	P12	Labor Represented	LR - Trades	35.00	TAUX - AUXILIARY SERVICES	Z0407 - AUXSV Printing & General Svcs	11629 - Printing Plant	
	\$27.86				\$19.87	\$21.34	\$22.81	\$50,705	\$41,330	\$44,387	\$47,445	\$57,949	\$47,919	\$43,462	5210 - Printing Equipment Operator	2/16/1990	30.7	4/6/2015	5.6	P12	Labor Represented	LR - Trades	35.00	TAUX - AUXILIARY SERVICES	Z0407 - AUXSV Printing & General Svcs	11629 - Printing Plant
	\$27.86				\$19.87	\$21.34	\$22.81	\$50,705	\$41,330	\$44,387	\$47,445	\$57,949	\$47,919	\$43,462	5210 - Printing Equipment Operator	3/7/2016	4.7	4/6/2015	5.6	P12	Labor Represented	LR - Trades	35.00	TAUX - AUXILIARY SERVICES	Z0407 - AUXSV Printing & General Svcs	11629 - Printing Plant
	\$27.86				\$19.87	\$21.34	\$22.81	\$50,705	\$41,330	\$44,387	\$47,445	\$57,949	\$47,919	\$43,462	5210 - Printing Equipment Operator	11/12/2018	2.0	11/12/2018	2.0	P12	Labor Represented	LR - Trades	35.00	TAUX - AUXILIARY SERVICES	Z0407 - AUXSV Printing & General Svcs	11629 - Printing Plant
	\$27.86				\$19.87	\$21.34	\$22.81	\$50,705	\$41,330	\$44,387	\$47,445	\$57,949	\$47,919	\$43,462	5210 - Printing Equipment Operator	3/18/2019	1.6	3/18/2019	1.6	P12	Labor Represented	LR - Trades	35.00	TAUX - AUXILIARY SERVICES	Z0407 - AUXSV Printing & General Svcs	11629 - Printing Plant
Above Max	\$27.86	C5	94C	\$22.12	\$22.12	\$22.12	\$50,705	\$46,010	\$46,010	\$46,010	\$57,949	\$47,919	\$43,462	5211 - Printing Production Foreman	10/22/2018	2.0	7/19/1999	21.3	P12	Labor Represented	LR - Trades	35.00	TAUX - AUXILIARY SERVICES	Z0407 - AUXSV Printing & General Svcs	11629 - Printing Plant	
Below Min	\$33.43	C5	60A	\$33.81	\$34.81	\$35.81	\$69,534	\$70,325	\$72,405	\$74,485	\$69,534	\$57,500	\$52,151	5412 - Painter	6/29/2020	0.4	5/16/2019	1.5	P12	Labor Represented	LR - Trades	40.00	TFAC - FACILITIES MANAGEMENT	Z0034 - FM Central Services	10290 - FM U Construction	
Below Min	\$35.41	C5	50A	\$36.66	\$39.29	\$41.91	\$73,653	\$76,253	\$81,713	\$87,173	\$73,653	\$60,905	\$55,240	5480 - Construction Laborer	6/8/2020	0.4	7/17/2017	3.3	P12	Labor Represented	LR - Trades	40.00	TFAC - FACILITIES MANAGEMENT	Z0034 - FM Central Services	10290 - FM U Construction	
	\$35.91	C5	50B	\$37.16	\$37.16	\$37.16	\$74,693	\$77,293	\$77,293	\$77,293	\$74,693	\$61,765	\$56,020	5480 - Construction Laborer	10/1/2019	1.1	10/1/2019	1.1	P12	Labor Represented	LR - Trades	40.00	TFAC - FACILITIES MANAGEMENT	Z0414 - FM Utilities Engineering	10304 - FM Water and Sewer Operations	
Below Min	\$15.62	S2	05	\$15.69	\$18.06	\$20.42	\$26,866	\$32,635	\$37,554	\$42,474	\$32,490	\$26,866	\$24,367	6071 - Food Service Worker	11/28/2017	2.9	11/28/2017	2.9	P10	Labor Represented	LR - Service & Maintenance	40.00	CCSA - UMC STU AFFAIR/ENROLLMENT MGMT	Z0335 - UMC Auxiliary Services	10694 - C Dining Services	
	\$15.62				\$15.69	\$18.06	\$20.42	\$26,866	\$32,635	\$37,554	\$42,474	\$32,490	\$26,866	\$24,367	6071 - Food Service Worker	9/17/2018	2.1	9/17/2018	2.1	P10	Labor Represented	LR - Service & Maintenance	40.00	CCSA - UMC STU AFFAIR/ENROLLMENT MGMT	Z0335 - UMC Auxiliary Services	10694 - C Dining Services
Above Max	\$54.46	CS	17	\$31.40	\$41.61	\$51.81	\$113,277	\$65,312	\$86,549	\$107,765	\$113,277	\$93,671	\$84,958	7106ZA - Police Lieutenant 1	5/2/2016	4.5	1/13/2003	17.8	P12	Civil Service	Civil Service	40.00	DCFO - UMD FINANCE & OPERATIONS	Z0506 - UMD Police Department	10464 - D Police	
Below Min	\$19.31	C6	53	\$19.52	\$26.66	\$33.79	\$40,165	\$40,602	\$55,442	\$70,283	\$40,165	\$33,213	\$30,124	7199TC - Head Child Dev Teacher Supv	3/18/2019	1.6	10/17/2013	7.1	P12	Civil Service	Civil Service	40.00	TCED - EDUCATION & HUMAN DEVEL, COLL	Z0180 - CEHD UM Child Development Ctr	11241 - UM Child Development Center	
Above Max	\$35.42	C6	118	\$18.73	\$26.02	\$33.31	\$73,674	\$38,958	\$54,122	\$69,285	\$73,674	\$60,922	\$55,255	7208S1 - Office/Admin Service Supv	11/2/2015	5.0	10/23/1975	45.0	P12	Civil Service	Civil Service	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0098 - Ophthalmology Admin	11820 - OPH Ophthalmology Admin	
Above Max	\$37.30	C6	109	\$21.90	\$29.58	\$37.25	\$77,574	\$45,552	\$61,516	\$77,480	\$77,574	\$64,147	\$58,180	7208S2 - Sr Office/Admin Service Supv	11/2/2015	5.0	8/9/2004	16.2	P12	Civil Service	Civil Service	40.00	TDEN - DENTISTRY, SCHOOL OF	Z0069 - DENT Administration	11410 - Dent Dean, Office of the	
Above Max	\$45.38	CS	13	\$23.16	\$30.69	\$38.21	\$94,390	\$48,173	\$63,835	\$79,477	\$94,390	\$78,054	\$70,793	7425ZB - CO Mgr 1-Bookstore Svcs NNE	5/27/2019	1.4	9/5/1979	41.2	P12	Civil Service	Civil Service	40.00	TAUX - AUXILIARY SERVICES	Z0404 - AUXSV Bookstores	11618 - Coffman Union Bookstore	
Above Max	\$37.82	C6	109	\$21.90	\$29.58	\$37.25	\$78,666	\$45,552	\$61,516	\$77,480	\$78,666	\$65,050	\$58,999	8208A2 - Administrative Associate 2	4/17/2017	3.6	1/9/2006	14.8	P12	Civil Service	Civil Service	40.00	TCOA - FOOD, AGR/NAT RSRCH SCI, COLL	Z0013 - CFANS Applied Economics	11033 - Applied Economics, Dept of	
	\$38.50	C6	109	\$21.90	\$29.58	\$37.25	\$80,080	\$45,552	\$61,516	\$77,480	\$80,080	\$66,220	\$60,060	8208A2 - Administrative Associate 2	11/2/2015	5.0	11/12/2007	13.0	P12	Civil Service	Civil Service	40.00	TINS - UNIVERSITY RELATIONS, OFC OF	Z0498 - University of MN Foundation	10237 - University of Minnesota Fdn	
Below Min	\$21.63	C6	109	\$21.90	\$29.58	\$37.25	\$44,990	\$45,552	\$61,516	\$77,480	\$44,990	\$37,204	\$33,743	8208A2 - Administrative Associate 2	1/1/2019	1.8	9/11/2017	3.2	P12	Civil Service	Civil Service	40.00	TCED - EDUCATION & HUMAN DEVEL, COLL	Z0171 - CEHD Curriculum & Instruction	11250 - MN Ctr Read Res Admin	
Above Max	\$30.34	CS	08	\$15.83	\$20.98	\$26.12	\$63,107	\$32,926	\$43,638	\$54,330	\$63,107	\$52,185	\$47,330	8221CL - Fin Pro 1-Call Center	1/21/2019	1.8	10/4/1985	35.1	P12	Civil Service	Civil Service	40.00	TCTR - CONTROLLER'S OFFICE	Z0374 - CONTR Controller's Office	10002 - EFS Customer Support	
Below Min	\$27.53	CS	16E	\$27.64	\$38.56	\$48.01	\$57,262	\$57,491	\$80,205	\$99,861	\$57,262	\$47,352	\$42,947	8223PE - G&C Pro 3-Pre-Award Admin	11/25/2019	1.0	6/11/2018	2.4	P12	Civil Service	Civil Service	40.00	TCED - EDUCATION & HUMAN DEVEL, COLL	Z0170 - CEHD Administration	12255 - CEHD Research & Policy	
Above Max	\$39.99	C6	76	\$19.16	\$25.87	\$32.57	\$66,543	\$39,853	\$53,799	\$67,746	\$83,179	\$68,783	\$62,384	8302A1 - Allied Health Care Prof 1	4/17/2017	3.6	10/25/1982	38.0	P12	Civil Service	Civil Service	32.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0100 - Pediatrics	11833 - PEDS Pediatrics Cardiology Div	
Above Max	\$44.77	C6	59	\$18.84	\$31.59	\$44.33	\$93,122	\$39,187	\$65,697	\$92,206	\$93,122	\$77,004	\$69,841	8315ZB - Ed Prog Spec 2 - No Entry	10/20/2014	6.0	6/16/1986	34.4	P12	Civil Service	Civil Service	40.00	TIOT - SCIENCE & ENGINEERING, COL OF	Z0289 - CSENG Physics & Astronomy	11140 - CSENG Physics & Astron, Schl of	
Above Max	\$29.87	CS	09	\$17.08	\$22.63	\$28.19	\$62,130	\$35,526	\$47,070	\$58,635	\$62,130	\$51,376	\$46,597	8341AG - AD Officer 1-Annual Giving	5/11/2020	0.5	1/14/2013	7.8	P12	Civil Service	Civil Service	40.00	DCHA - UMD CHANCELLOR'S OFFICE	Z0337 - UMD Chancellor's Office	10507 - D Development	
Above Max	\$30.77	CS	10	\$18.43	\$24.42	\$30.41	\$64,002	\$38,334	\$50,794	\$63,253	\$64,002	\$52,924	\$48,001	8341MG - M&C Pro 1-Mktg & Comm Gen	5/11/2020	0.5	2/8/1999	21.7	P12	Civil Service	Civil Service	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0098 - Ophthalmology	11823 - OPH Lions Gift of Sight	
Below Min	\$15.61	C6	90	\$15.96	\$22																					

Above Max / Below Min	Normalized Hourly Base Rate	Salary Admin Plan	Salary Grade	Minimum Hourly Rate	Midpoint Hourly Rate	Maximum Hourly Rate	Normalized Annual Base Salary	Minimum Annual Rate	Midpoint Annual Rate	Maximum Annual Rate	Calculated Annual P12	Calculated Annual P10	Calculated Annual P09	Job Code - Job Title	Job Code Start Date	Years in Job Code	University Start Date	Years at the University	Paygroup	Job Category	Empl Class	Standard Hours	College/Admin Unit	ZDeptID	Department
Below Min	\$25.05	A1	147	\$25.61	\$34.59	\$43.56	\$52,104	\$53,278	\$71,941	\$90,605	\$52,104	\$43,086	\$39,078	9341AC - Access Consultant	9/16/2019	1.1	9/16/2019	1.1	P12	P&A	Academic Administrative	40.00	TEQD - EQUITY AND DIVERSITY	Z0383 - Disability Resource Ctr, Eq/Div	10097 - DRC Disability Resource Center
	\$25.48	A1	147	\$25.61	\$34.59	\$43.56	\$52,998	\$53,278	\$71,941	\$90,605	\$52,998	\$43,826	\$39,749	9341AC - Access Consultant	4/1/2020	0.6	4/1/2020	0.6	P12	P&A	Academic Administrative	40.00	TEQD - EQUITY AND DIVERSITY	Z0383 - Disability Resource Ctr, Eq/Div	10097 - DRC Disability Resource Center
	\$25.48			\$25.61	\$34.59	\$43.56	\$52,998	\$53,278	\$71,941	\$90,605	\$52,998	\$43,826	\$39,749	9341AC - Access Consultant	4/27/2020	0.5	4/27/2020	0.5	P12	P&A	Academic Administrative	40.00	TEQD - EQUITY AND DIVERSITY	Z0383 - Disability Resource Ctr, Eq/Div	10097 - DRC Disability Resource Center
Above Max	\$109.26	A1	151	\$54.05	\$81.07	\$108.09	\$227,261	\$112,415	\$168,622	\$224,830	\$227,261	\$187,927	\$170,446	9341D1 - Administrative Director 1	9/12/2016	4.2	5/5/1975	45.5	P12	P&A	Academic Administrative	40.00	TCOA - FOOD, AGRINAT RSRSC SCI, COLL	Z0022 - CFANS Landscape Arboretum	11050 - Arboretum Operations
Below Min	\$51.28	A1	151	\$54.05	\$81.07	\$108.09	\$15,999	\$112,415	\$168,622	\$224,830	\$106,662	\$88,202	\$79,997	9341D1 - Administrative Director 1	6/8/2020	0.4	1/13/2020	0.8	P12	P&A	Academic Administrative	6.00	TCSM - MGMT, CURTIS L CARLSON SCH OF	Z0512 - CSOM Marketing	11274 - CSOM Res in Mkt, Institute for
Above Max	\$130.36	A1	152	\$64.84	\$97.27	\$129.69	\$271,149	\$134,876	\$202,314	\$269,752	\$271,149	\$224,219	\$203,362	9341D2 - Administrative Director 2	11/2/2015	5.0	5/31/2013	7.4	P12	P&A	Academic Administrative	40.00	TINS - UNIVERSITY RELATIONS, OFC OF	Z0397 - U of M Alumni Association	10236 - U of M Alumni Association
Above Max	\$111.60	A1	150	\$43.25	\$64.87	\$86.49	\$232,128	\$89,954	\$134,930	\$179,907	\$232,128	\$191,952	\$174,096	9341M3 - Administrative Manager 3	11/2/2015	5.0	1/18/2008	12.8	P12	P&A	Academic Administrative	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0078 - Medical School Admin, MEDXX	11693 - MS Finance
Above Max	\$50.12	A1	147	\$25.61	\$34.59	\$43.56	\$39,094	\$53,278	\$71,941	\$90,605	\$104,250	\$86,206	\$78,187	9341ZF - Comm Rel/Orch Assoc 3 No Ent	4/17/2017	3.6	10/16/1975	45.1	P09	P&A	Academic Administrative	20.00	TPHR - PHARMACY, COLLEGE OF	Z0117 - PHARM Administration	11394 - CoP Prof & External Rel
Below Min	\$44.09	A1	118	\$44.43	\$60.00	\$75.56	\$87,122	\$92,417	\$124,790	\$157,164	\$91,707	\$75,835	\$68,780	9352A2 - Allied Health Care Manager 2.	6/1/2015	5.4	1/11/2007	13.8	P12	P&A	Academic Administrative	38.00	TBOY - BOYNTON HEALTH SERVICE	Z0316 - Boynton Health Service	10128 - BHS General Medical
Above Max	\$121.46	A1	138	\$41.99	\$62.99	\$83.99	\$252,637	\$87,349	\$131,024	\$174,699	\$252,637	\$208,911	\$189,478	9354D1 - Research Director 1	9/7/2015	5.2	9/21/2009	11.1	P12	P&A	Academic Administrative	40.00	TAHS - ACADEMIC CLINICAL AFFAIRS, OFC	Z0062 - AHCSH Translational Med, Ctr	11353 - Translational Med, Center for
Above Max	\$77.44	A1	137	\$36.52	\$54.78	\$73.03	\$153,021	\$75,956	\$113,934	\$151,912	\$161,075	\$133,197	\$120,806	9354S3 - Research Support Manager 3	9/7/2015	5.2	3/1/1990	30.7	P12	P&A	Academic Administrative	38.00	TIOT - SCIENCE & ENGINEERING, COL OF	Z0270 - CSENG MN Nano Center	11072 - CSENG MN Nano Center
	\$100.38	A1	137	\$36.52	\$54.78	\$73.03	\$208,790	\$75,956	\$113,934	\$151,912	\$208,790	\$172,654	\$156,593	9354S3 - Research Support Manager 3	9/7/2015	5.2	3/9/1995	25.7	P12	P&A	Academic Administrative	40.00	TRSC - RESEARCH, OFFICE OF VP FOR	Z0050 - RSRCH Infectious Disease Rsrch	11361 - Infectious Disease Rsrch/Pol
Above Max	\$69.23	A1	60	\$38.26	\$53.56	\$68.85	\$143,998	\$79,584	\$111,400	\$143,215	\$143,998	\$119,076	\$107,999	9363D1 - Library and Museum Director 1	2/24/2014	6.7	6/24/2013	7.4	P12	P&A	Academic Administrative	40.00	DLIB - UMD LIBRARY	Z0349 - UMD Library	10330 - D Library Admin Support
Above Max	\$64.90	A1	28	\$36.03	\$50.33	\$64.63	\$134,992	\$74,940	\$104,682	\$134,424	\$134,992	\$111,628	\$101,244	9383M2 - Info Tech Mgmt 2	5/28/2019	1.4	5/28/2019	1.4	P12	P&A	Academic Administrative	40.00	TINF - INFORMATION TECHNOLOGY	Z0437 - OIT Application Development	10065 - OIT PeopleSoft Solutions
Below Min	\$19.62	A2	05	\$21.84	\$21.84	\$0.00	\$20,405	\$45,434	\$45,434	\$0	\$40,810	\$33,746	\$30,607	9401 - Professor	8/1/2002	18.3	7/1/1992	28.4	P12	Faculty	Faculty - Regular	20.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0106 - Emergency Medicine	11915 - EM Emergency Medicine Dept Adm
	\$21.63	A2	05	\$21.84	\$21.84	\$0.00	\$15,465	\$45,434	\$45,434	\$0	\$44,990	\$37,204	\$33,743	9401 - Professor	6/27/2016	4.4	10/1/1970	50.1	P12	Faculty	Fac - Temp/Duluth Non-Reg	13.75	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0091 - Lab Medicine & Pathology	11752 - LMP Administration
Below Min	\$6.51	A2	05	\$21.84	\$21.84	\$0.00	\$10,156	\$45,434	\$45,434	\$0	\$13,541	\$11,197	\$10,156	9402 - Associate Professor	9/16/1989	31.1	9/16/1983	37.1	P09	Faculty	Faculty - Regular	40.00	TCOA - LIBERAL ARTS, COLLEGE OF	Z0208 - CLA Journalism & Mass Comm	10976 - Journalism & Mass Comm, School
	\$18.23	A2	05	\$21.84	\$21.84	\$0.00	\$3,792	\$45,434	\$45,434	\$0	\$37,918	\$31,356	\$28,439	9402 - Associate Professor	1/1/2019	1.8	10/1/1997	23.1	P12	Faculty	Faculty - Contract	4.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0093 - Neurology	11791 - NEUR Neurology Dept Admin
	\$21.36	A2	05	\$21.84	\$21.84	\$0.00	\$44,429	\$45,434	\$45,434	\$0	\$44,429	\$36,739	\$33,322	9402 - Associate Professor	8/29/2014	6.2	8/29/2014	6.2	P12	Faculty	Faculty - Contract	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0103 - Surgery	11880 - Surgery Administration
	\$21.36			\$21.84	\$21.84	\$0.00	\$44,429	\$45,434	\$45,434	\$0	\$44,429	\$36,739	\$33,322	9402 - Associate Professor	6/15/2015	5.4	10/22/2001	19.0	P12	Faculty	Faculty - Contract	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0103 - Surgery	11880 - Surgery Administration
Below Min	\$20.13	A2	05	\$21.84	\$21.84	\$0.00	\$29,833	\$45,434	\$45,434	\$0	\$41,870	\$34,624	\$31,403	9403 - Assistant Professor	1/9/2014	6.8	1/9/2014	6.8	P09	Faculty	Fac - Temp/Duluth Non-Reg	38.00	TIOT - SCIENCE & ENGINEERING, COL OF	Z0287 - CSENG Mathematics School of	11133 - CSENG Mathematics Admin
	\$21.15	A2	05	\$21.84	\$21.84	\$0.00	\$43,992	\$45,434	\$45,434	\$0	\$43,992	\$36,378	\$32,994	9403 - Assistant Professor	2/29/2016	4.7	6/9/2008	12.4	P12	Faculty	Faculty - Regular	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0097 - Obstetrics & Gynecology	11813 - OBGYN Gynecologic Oncology
	\$21.18	A2	05	\$21.84	\$21.84	\$0.00	\$44,054	\$45,434	\$45,434	\$0	\$44,054	\$36,430	\$33,041	9403 - Assistant Professor	9/1/2011	9.2	9/1/2009	11.2	P12	Faculty	Faculty - Contract	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0181 - PEDS Pediatrics	11861 - PEDS Neuropsychology
	\$21.18			\$21.84	\$21.84	\$0.00	\$44,054	\$45,434	\$45,434	\$0	\$44,054	\$36,430	\$33,041	9403 - Assistant Professor	10/15/2014	6.1	7/30/2012	8.3	P12	Faculty	Faculty - Regular	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0100 - Pediatrics	11850 - PEDS Hematology
	\$21.36	A2	05	\$21.84	\$21.84	\$0.00	\$1,666	\$45,434	\$45,434	\$0	\$44,429	\$36,739	\$33,322	9403 - Assistant Professor	12/26/2016	3.9	12/26/2016	3.9	P12	Faculty	Faculty - Contract	1.50	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0092 - Medicine	11789 - MED Veteran's Adm Medical Ctr
	\$21.36			\$21.84	\$21.84	\$0.00	\$15,550	\$45,434	\$45,434	\$0	\$44,429	\$36,739	\$33,322	9403 - Assistant Professor	4/24/2017	3.5	5/29/2012	8.4	P12	Faculty	Faculty - Contract	14.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0092 - Medicine	11789 - MED Veteran's Adm Medical Ctr
	\$21.36			\$21.84	\$21.84	\$0.00	\$44,429	\$45,434	\$45,434	\$0	\$44,429	\$36,739	\$33,322	9403 - Assistant Professor	10/31/2016	4.0	8/31/2016	4.2	P12	Faculty	Faculty - Contract	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0103 - Surgery	11880 - Surgery Administration
	\$21.36			\$21.84	\$21.84	\$0.00	\$44,429	\$45,434	\$45,434	\$0	\$44,429	\$36,739	\$33,322	9403 - Assistant Professor	11/28/2016	3.9	10/31/2013	7.0	P12	Faculty	Faculty - Contract	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0103 - Surgery	11880 - Surgery Administration
	\$21.36			\$21.84	\$21.84	\$0.00	\$44,429	\$45,434	\$45,434	\$0	\$44,429	\$36,739	\$33,322	9403 - Assistant Professor	12/29/2017	2.9	5/14/2012	8.5	P12	Faculty	Faculty - Regular	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0103 - Surgery	11880 - Surgery Administration
	\$21.36			\$21.84	\$21.84	\$0.00	\$44,429	\$45,434	\$45,434	\$0	\$44,429	\$36,739	\$33,322	9403 - Assistant Professor	1/1/2018	2.8	5/10/2010	10.5	P12	Faculty	Faculty - Regular	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0103 - Surgery	11880 - Surgery Administration
	\$21.36			\$21.84	\$21.84	\$0.00	\$44,429	\$45,434	\$45,434	\$0	\$44,429	\$36,739	\$33,322	9403 - Assistant Professor	5/31/2019	1.4	5/31/2019	1.4	P12	Faculty	Faculty - Regular	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0103 - Surgery	11880 - Surgery Administration
	\$21.36			\$21.84	\$21.84	\$0.00	\$44,429	\$45,434	\$45,434	\$0	\$44,429	\$36,739	\$33,322	9403 - Assistant Professor	5/31/2019	1.4	5/31/2019	1.4	P12	Faculty	Faculty - Regular	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0103 - Surgery	11880 - Surgery Administration
Below Min	\$18.65	A2	05	\$21.84	\$21.84	\$0.00	\$12,001	\$45,434	\$45,434	\$0	\$38,792	\$32,078	\$29,094	9403A - Adjunct Assistant Professor	8/31/2020	0.2	5/10/2010	10.5	P09	Faculty	Faculty - Contract	16.50	TIOT - SCIENCE & ENGINEERING, COL OF	Z0288 - CSENG Mechanical Engineering	11135 - CSENG Mech Engineering Admin
Above Max	\$62.48	A1	84	\$25.70	\$43.69	\$61.67	\$129,958	\$53,458	\$90,867	\$128,277	\$129,958	\$107,466	\$97,469	9621 - Extension Professor	6/18/2001	19.4	9/16/1989	31.1	P12	P&A	Federal Benefits	40.00	TCOA - FOOD, AGRINAT RSRSC SCI, COLL	Z0013 - CFANS Applied Economics	11034 - Farm Financial Mgmt, Ctr for
	\$65.12	A1	84	\$25.70	\$43.69	\$61.67	\$135,450	\$53,458	\$90,867	\$128,277	\$135,450	\$112,006	\$101,587	9621 - Extension Professor	6/22/1998	22.4	5/16/1985	35.5	P12	P&A	Federal Benefits	40.00	TCOA - FOOD, AGRINAT RSRSC SCI, COLL	Z0013 - CFANS Applied Economics	11034 - Farm Financial Mgmt, Ctr for
	\$65.94	A1	84	\$25.70	\$43.69	\$61.67	\$66,863	\$53,458	\$90,867	\$128,277	\$137,155	\$113,417	\$102,866	9621 - Extension Professor	2/20/2017	3.7	1/1/1977	43.8	P12	P&A	Academic Professional	19.50	TCOA - FOOD, AGRINAT RSRSC SCI, COLL	Z0013 - CFANS Applied Economics	11034 - Farm Financial Mgmt, Ctr for
	\$67.54	A1	84	\$25.70	\$43.69	\$61.67	\$140,483	\$53,458	\$90,867	\$128,277	\$140,483	\$116,169	\$105,362	9621 - Extension Professor	7/1/1996	24.4	1/1/1982	38.8	P12	P&A	Federal Benefits	40.00	TCOA - FOOD, AGRINAT RSRSC SCI, COLL	Z0013 - CFANS Applied Economics	11034 - Farm Financial Mgmt, Ctr for
Above Max	\$63.33	A1	85	\$21.76	\$37.01	\$52.25	\$131,726	\$45,268	\$76,977	\$108,686	\$131,726	\$108,928	\$98,795	9622 - Associate Extension Professor	10/16/1988	32.1	10/16/1988	32.1	P12	P&A	Federal Benefits	40.00	TCOA - FOOD, AGRINAT RSRSC SCI, COLL	Z0012 - CFANS Bioproducts & Biosys Eng	11032 - Bioprod&Biosys Eng, Dept of
Above Max	\$47.88	A1	107	\$22.61	\$31.10	\$39.59	\$82,354	\$47,038	\$64,692	\$82,345	\$99,590	\$82,354	\$74,693	9707 - Senior Academic Advisor	10/15/2018	2.1	3/1/1999	21.7	P10	P&A	Academic Professional	40.00	DMED - MEDICAL SCHOOL - DULUTH CAMPUS	Z0108 - Medical School, Duluth Campus	11933 - DMed Student Affairs
Above Max	\$44.57	A1	62	\$21.66	\$32.49	\$43.31	\$92,706	\$45,046	\$67,569	\$90,092	\$92,706	\$76,660	\$69,529	9715 - Assistant Librarian	11/7/2016	4.0	11/7/2016	4.0	P12	P&A	Academic Professional	40.00	TLAW - LAW SCHOOL	Z0293 - Law School Library	10793 - Law Library
	\$45.96	A1	62	\$21.66	\$32.49	\$43.31	\$95,597	\$45,046	\$67,569	\$90,092	\$95,597	\$79,051	\$71,698	9715 - Assistant Librarian	7/8/2014	6.3	7/8/2014	6.3	P12	P&A	Academic Professional	40.00	TLAW - LAW SCHOOL	Z0293 - Law School Library	10793 - Law Library
Above Max	\$65.50	A1	157	\$46.12	\$55.34	\$64.57	\$136,240	\$95,926	\$115,111	\$134,296	\$136,240	\$112,660	\$102,180	97173C - Gift Officer 3c	10/31/2016	4.0	3/28/2006	14.6	P12	P&A	Academic Professional	40.00	TRSC - RESEARCH, OFFICE OF VP FOR	Z0139 - RSRCH Environment, Inst on the	10107 - Environment, Institute on the
Below Min	\$30.14	A1	128	\$30.81	\$41.58	\$52.36	\$56,422	\$64,083	\$86,495	\$108,908	\$62,691	\$51,841	\$47,018	9724A1 - Allied Health Care Provider 1.	7/29/2019	1.3	7/29/2019	1.3	P12	P&A	Academic Professional	36.00	TATH - INTERCOLLEGIATE ATHLETICS	Z0369 - Intercollegiate Athletics	10189 - Athletic Training & Medicine
Above Max	\$45.12	PA	14	\$24.99	\$33.11	\$41.24</																			

Above Max / Below Min	Normalized Hourly Base Rate	Salary Admin Plan	Salary Grade	Minimum Hourly Rate	Midpoint Hourly Rate	Maximum Hourly Rate	Normalized Annual Base Salary	Minimum Annual Rate	Midpoint Annual Rate	Maximum Annual Rate	Calculated Annual P12	Calculated Annual P10	Calculated Annual P09	Job Code - Job Title	Job Code Start Date	Years in Job Code	University Start Date	Years at the University	Paygroup	Job Category	Empl Class	Standard Hours	College/Admin Unit	ZDeptID	Department
Max														Researcher 5							Professional		SCH OF PUBLIC AFFAIRS	Urban & Regional Planning	Local Policy Program
Below Min	\$8.50	A1	142	\$23.94	\$45.49	\$67.04	\$4,420	\$49,805	\$94,619	\$139,433	\$17,680	\$14,620	\$13,260	9742R6 - Researcher 6	9/7/2015	5.2	1/16/1985	35.8	P12	P&A	Academic Professional	10.00	TIOT - SCIENCE & ENGINEERING, COL OF	Z0286 - CSENG Earth Sciences, Dept of	11130 - CSENG Earth Sciences, Dept of
Above Max	\$77.41	A1	143	\$27.54	\$52.32	\$77.10	\$64,405	\$57,293	\$108,834	\$160,376	\$161,013	\$133,145	\$120,760	9742R7 - Researcher 7	9/7/2015	5.2	9/1/1984	36.2	P12	P&A	Academic Professional	16.00	TDEN - DENTISTRY, SCHOOL OF	Z0074 - DENT Diagnostic & Bio Science	11450 - Dent TMD & Orofacial, Div of
	\$79.75	A1	143	\$27.54	\$52.32	\$77.10	\$16,588	\$57,293	\$108,834	\$160,376	\$165,880	\$137,170	\$124,410	9742R7 - Researcher 7	9/7/2015	5.2	7/17/2000	20.3	P12	P&A	Academic Professional	4.00	TIOT - SCIENCE & ENGINEERING, COL OF	Z0279 - CSENG Aerospace Eng & Mechanic	11090 - CSENG Aerospace Eng & Mech Adm
Above Max	\$55.92	A1	135	\$27.60	\$41.39	\$55.19	\$65,426	\$57,401	\$86,102	\$114,802	\$116,314	\$96,182	\$87,235	9742S1 - Research Project Specialist 1	11/2/2015	5.0	11/2/2015	5.0	P09	P&A	Academic Professional	30.00	TIOT - SCIENCE & ENGINEERING, COL OF	Z0284 - CSENG Computer Science & Eng	11108 - CSENG CS&E Administration
Below Min	\$26.99	A1	135	\$27.60	\$41.39	\$55.19	\$56,139	\$57,401	\$86,102	\$114,802	\$56,139	\$46,423	\$42,104	9742S1 - Research Project Specialist 1	8/26/2019	1.2	8/26/2019	1.2	P12	P&A	Academic Professional	40.00	TCED - EDUCATION & HUMAN DEVEL, COLL	Z0173 - CEHD Educational Psychology	11211 - Ed Psych Administration
Below Min	\$25.52	A1	136	\$31.77	\$47.66	\$63.54	\$53,082	\$66,082	\$99,123	\$132,163	\$53,082	\$43,894	\$39,811	9742S2 - Research Project Specialist 2	1/7/2019	1.8	8/6/2001	19.3	P12	P&A	Academic Professional	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0102 - Radiology	11879 - Magnetic Resonance Res, Ctr Fr
Above Max	\$75.00	A1	137	\$36.52	\$54.78	\$73.03	\$70,200	\$75,956	\$113,934	\$151,912	\$156,000	\$129,000	\$117,000	9742S3 - Research Project Specialist 3	10/20/2020	0.0	7/6/2010	10.3	P12	P&A	Academic Professional	18.00	TAHS - ACADEMIC CLINICAL AFFAIRS, OFC	Z0422 - AHCSH Clin Translatnl Sci Inst	12084 - CTSI Administration
Above Max	\$46.83	A1	88	\$25.33	\$34.19	\$43.05	\$54,791	\$52,683	\$71,111	\$89,539	\$97,406	\$80,548	\$73,055	9744S2 - Pre K-12 Specialist Senior	10/20/2014	6.0	8/28/2000	20.2	P09	P&A	Academic Professional	30.00	TCED - EDUCATION & HUMAN DEVEL, COLL	Z0171 - CEHD Curriculum & Instruction	11250 - MN Ctr Read Res Admin
Above Max	\$38.78	A1	89	\$18.85	\$28.21	\$37.57	\$60,497	\$39,200	\$58,669	\$78,139	\$80,662	\$66,702	\$60,497	9745S1 - Education Program Spec 1	3/13/2017	3.7	3/13/2017	3.7	P09	P&A	Academic Professional	40.00	TCOA - FOOD, AGR/NAT RSRC SCI, COLL	Z0012 - CFANS Bioproducts & Biosys Eng	11032 - Bioprod&Biosys Eng, Dept of
	\$41.23	A1	89	\$18.85	\$28.21	\$37.57	\$42,879	\$39,200	\$58,669	\$78,139	\$85,758	\$70,916	\$64,319	9745S1 - Education Program Spec 1	11/2/2015	5.0	7/1/1992	28.4	P12	P&A	Academic Professional	20.00	TCOA - FOOD, AGR/NAT RSRC SCI, COLL	Z0022 - CFANS Landscape Arboretum	11049 - Arboretum Educational Programs
	\$44.26	A1	89	\$18.85	\$28.21	\$37.57	\$92,061	\$39,200	\$58,669	\$78,139	\$92,061	\$76,127	\$69,046	9745S1 - Education Program Spec 1	10/20/2014	6.0	8/13/2007	13.2	P12	P&A	Academic Professional	40.00	TAHL - AHSCI ALLIED HEALTH CENTER	Z0068 - AHSCI CAHP Medical Lab Sci	11383 - TC Medical Lab Sciences CAHP
Above Max	\$45.23	A1	87	\$18.85	\$31.59	\$44.32	\$18,816	\$39,200	\$65,698	\$92,195	\$94,078	\$77,796	\$70,559	9745S2 - Education Program Spec 2	10/20/2014	6.0	9/1/2003	17.2	P12	P&A	Academic Professional	8.00	TDEN - DENTISTRY, SCHOOL OF	Z0074 - DENT Diagnostic & Bio Science	11450 - Dent TMD & Orofacial, Div of
	\$52.88	A1	87	\$18.85	\$31.59	\$44.32	\$43,996	\$39,200	\$65,698	\$92,195	\$109,990	\$90,954	\$82,493	9745S2 - Education Program Spec 2	5/4/2020	0.5	5/4/2020	0.5	P12	P&A	Academic Professional	16.00	TUCL - CONT AND PROF STUDIES, COLL OF	Z0164 - CCAPS DCP Undergraduate Prog	10908 - CCAPS Applied Professional Std
	\$68.61	A1	87	\$18.85	\$31.59	\$44.32	\$35,677	\$39,200	\$65,698	\$92,195	\$142,709	\$118,009	\$107,032	9745S2 - Education Program Spec 2	11/2/2015	5.0	5/12/1997	23.5	P12	P&A	Academic Professional	10.00	TUCL - CONT AND PROF STUDIES, COLL OF	Z0164 - CCAPS DCP Undergraduate Prog	10908 - CCAPS Applied Professional Std
Above Max	\$58.81	A1	85	\$21.76	\$37.01	\$52.25	\$91,744	\$45,268	\$76,977	\$108,686	\$122,325	\$101,153	\$91,744	9745S3 - Education Program Spec 3	6/1/2015	5.4	1/14/2010	10.8	P09	P&A	Academic Professional	40.00	DCSE - UMD SCI & ENG, SWENSON COLLEGE	Z0352 - UMD Swenson Col of Sci & Eng	10337 - D SCSE Administration
	\$62.50	A1	85	\$21.76	\$37.01	\$52.25	\$39,000	\$45,268	\$76,977	\$108,686	\$130,000	\$107,500	\$97,500	9745S3 - Education Program Spec 3	12/13/2019	0.9	7/31/2014	6.3	P12	P&A	Academic Professional	12.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0078 - Medical School Admin, MEDXX	11743 - MS Rural Phys Assoc Prog
	\$66.96	A1	85	\$21.76	\$37.01	\$52.25	\$48,747	\$45,268	\$76,977	\$108,686	\$139,277	\$115,171	\$104,458	9745S3 - Education Program Spec 3	7/1/2020	0.4	10/1/1996	24.1	P12	P&A	Academic Professional	14.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0078 - Medical School Admin, MEDXX	11743 - MS Rural Phys Assoc Prog
Above Max	\$75.88	A1	84	\$25.70	\$43.69	\$61.67	\$126,264	\$53,458	\$90,867	\$128,277	\$157,830	\$130,514	\$118,373	9745S4 - Education Program Spec 4	11/2/2015	5.0	9/2/2002	18.2	P12	P&A	Academic Professional	32.00	TNUR - NURSING, SCHOOL OF	Z0047 - NURSG Spirituality & Healing	11363 - Spirituality and Healing, Ctr
Below Min	\$11.25	A1	04	\$18.85	\$18.85	\$0.00	\$12,066	\$39,200	\$39,200	\$0	\$23,400	\$19,350	\$17,550	9753I - Lecturer	8/31/2020	0.2	6/1/1984	36.4	P09	P&A	Academic Professional	27.50	TIOT - SCIENCE & ENGINEERING, COL OF	Z0288 - CSENG Mechanical Engineering	11135 - CSENG Mech Engineering Admin
Below Min	\$15.61	A1	02	\$15.96	\$15.96	\$0.00	\$32,469	\$33,190	\$33,190	\$0	\$32,469	\$26,849	\$24,352	9755 - Research Specialist	7/31/2019	1.3	7/31/2019	1.3	P12	P&A	Post Doc	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0093 - Neurology	11791 - NEUR Neurology Dept Admin
	\$15.61			\$15.96	\$15.96	\$0.00	\$32,469	\$33,190	\$33,190	\$0	\$32,469	\$26,849	\$24,352	9755 - Research Specialist	8/26/2019	1.2	8/26/2019	1.2	P12	P&A	Post Doc	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0093 - Neurology	11791 - NEUR Neurology Dept Admin
Above Max	\$38.46	A1	106	\$20.59	\$28.31	\$36.02	\$44,998	\$42,833	\$58,881	\$74,929	\$79,997	\$66,151	\$59,998	9764P3 - Student Services Prof 3	8/26/2019	1.2	8/26/2019	1.2	P09	P&A	Academic Professional	30.00	TALA - DESIGN, COLLEGE OF	Z0245 - DESGN Architecture, School of	10827 - Architecture, School of
Above Max	\$55.37	A1	110	\$31.29	\$43.02	\$54.75	\$57,585	\$65,079	\$89,484	\$113,888	\$115,170	\$95,236	\$86,377	9764S2 - Student Services Prgm Spec 2	6/1/2015	5.4	10/2/2013	7.1	P12	P&A	Academic Professional	20.00	TCSM - MGMT, CURTIS L CARLSON SCH OF	Z0515 - CSOM MBA Programs	11290 - CSOM MBA Recruit & Admission
Below Min	\$28.52	A1	26	\$28.81	\$38.84	\$48.87	\$59,322	\$59,935	\$80,789	\$101,644	\$59,322	\$49,054	\$44,491	9790D2 - Developer 2	6/17/2013	7.4	7/30/2001	19.3	P12	P&A	Academic Professional	40.00	TMED - MEDICAL SCHOOL - TC CAMPUS	Z0100 - Pediatrics	11847 - PEDS Genetics & Metabolism Div
Above Max	\$56.73	A1	27	\$31.33	\$43.76	\$56.20	\$117,998	\$65,166	\$91,028	\$116,890	\$117,998	\$97,576	\$88,499	9790D3 - Developer 3	11/3/2014	6.0	6/30/2008	12.4	P12	P&A	Academic Professional	40.00	TAHS - ACADEMIC CLINICAL AFFAIRS, OFC	Z0422 - AHCSH Clin Translatnl Sci Inst	12089 - CTSI Biomedical Informatics
Above Max	\$91.35	A1	28	\$36.03	\$50.33	\$64.63	\$190,008	\$74,940	\$104,682	\$134,424	\$190,008	\$157,122	\$142,506	9790S4 - Security Analyst 4	4/6/2020	0.6	4/6/2020	0.6	P12	P&A	Academic Professional	40.00	TINF - INFORMATION TECHNOLOGY	Z0378 - OIT Administration	10048 - VP & Chief Info Officer, Ofc of
														Rows 1 - 111 (All Rows)											