

Meeting No. 558
Austin, Texas
November 28, 1956

In accordance with the decision at the meeting of the Board of Regents on November 3, 1956, the Board convened as a Committee of the Whole in a special meeting in the President's Office, Wednesday, November 28, 1956, at 2 p. m.

After the passage of Constitutional Amendment No. 3 at the General Election November 6, 1956, each member had been notified that the special meeting would be held on November 28. The following represents attendance at the meeting:

Present

Chairman Sealy
Vice-Chairman Voyles
Regent Jeffers
Regent Johnson
Regent Lockwood
Regent Oates
Regent Sorrell

Absent

Regent (Mrs.) Devall
(See Page 8)
Regent Minter
(See Page 6)

Also present were President Wilson, Vice-President Dolley, and Secretary Thedford.

M. D. ANDERSON HOSPITAL AND TUMOR INSTITUTE

GIFT OF \$100,000 FROM THE M. D. ANDERSON FOUNDATION TO THE UNIVERSITY CANCER FOUNDATION, M. D. ANDERSON HOSPITAL AND TUMOR INSTITUTE. --Upon the recommendation of President Wilson and on motion of Mr. Sorrell, seconded by Mr. Johnson, the Board, as trustees of The University Cancer Foundation, formally accepted a gift of \$100,000, the first of five annual payments of a \$500,000 grant, from the M. D. Anderson Foundation to The University Cancer Foundation and authorized that a formal resolution of appreciation to the M. D. Anderson Foundation be drafted for signature by the Chairman of the Board and for incorporation in the minutes with a copy transmitted to the trustees of the M. D. Anderson Foundation.

Resolution

WHEREAS, The University Cancer Foundation has been organized under the auspices of the Board of Regents of The University of Texas to further the objectives of the M. D. Anderson Hospital and Tumor Institute, and to aid in achieving the following purposes: (a) To organize and pursue educational functions in order to create and disseminate knowledge of health, especially as it pertains to neoplastic and allied diseases to lay, professional, scientific and ancillary professional persons of our own and other pertinent populations; (b) To promote, organize, conduct, support and otherwise encourage medical and scientific investigation that may result in health benefits to mankind, with special emphasis placed on research that may relieve humanity of the burden of neoplastic and chronic diseases; and (c) To foster and promote the growth, progress and development of research and graduate study in medicine and its related fundamental sciences; and

WHEREAS, The M. D. Anderson Foundation has made a five-year grant in the amount of \$500, 000 to The University Cancer Foundation; and

WHEREAS, The University Cancer Foundation has now received the first annual payment of \$100, 000 from the M. D. Anderson Foundation; now therefore be it

RESOLVED, That the Board of Regents of The University of Texas, acting in this capacity and as Trustees of The University Cancer Foundation, does hereby formally accept this magnanimous gift, and by this resolution to be entered upon the permanent minutes of the Board of Regents, does hereby express to The M. D. Anderson Foundation and to its Trustees, its gratitude and appreciation for this munificence which makes possible the initiation of the activities of The University Cancer Foundation and which gives both inspiration and stimulus to the efforts of The University Cancer Foundation in accomplishing its purposes and objectives

CENTRAL ADMINISTRATION

TENTATIVE ANNUAL BUDGET POLICIES, 1957-58. --President Wilson presented the following annual budget policies and procedures for the preparation of the tentative budgets of each of the component units of The University of Texas for 1957-58:

See Page
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1. The preparation of the budget should be governed by the regental statement of budget policies adopted by the Executive Committee of the Board on April 6, 1956, as modified or amended by the final legislative submission approved by the Board at its June 1956 meeting. (See file copies of institutional legislative budget requests and/or Permanent Minutes, Vol. IV, Page 20.)

2. For each department in each of the component units, there should be submitted separate priority listings of:

- (a) salary increases for the teaching staff
- (b) salary increases for the non-teaching staff
- (c) new teaching positions
- (d) new non-teaching positions

These priority listings will permit necessary final adjustments if the amount of money actually appropriated differs appreciably from the amount requested.

3. Each component unit will be instructed to give immediate attention to emergency revisions needed in their Classified Personnel systems to keep abreast with local market conditions. After approval by me, such revisions as are needed will be included in the docket material for submission to the Board at the January meeting.

4. Budget Calendar, 1957-58

1957

- February 1 Budget detail due from Departmental Chairman to academic Dean (or Division Head).
- March 15 Recommendations due from Dean (or Division Head) to Executive Head of Institution.
- April 15 Draft copy (including summaries) of budget due from Executive Head to Central Administration.
- May 1-15 Hearings with Executive Head of each Institution and Central Administration.
- May Review of tentative budget following passage of the Appropriation Bill.
- June Clear 1957-58 Annual Budget with Executive Committee of the Board

Upon motion of Mr. Sorrell, seconded by Mr. Johnson, the Board adopted the foregoing policies and procedures as presented by President Wilson.

POLICIES RE BUDGET INSTRUCTIONS FOR MAIN UNIVERSITY, CENTRAL ADMINISTRATION, AND AVAILABLE FUND, 1957-58. --Upon the recommendation of Vice-President Boner, concurred in and presented by President Wilson, the following policies for inclusion in the budget-recommending instructions to the various departments and divisions of the Main University, Central Administration, and Available Fund for 1957-58 were approved upon motion of Mr. Sorrell, seconded by Vice-Chairman Voyles:

- 1. The Recommended Pay Plan for Main University, Central Administration and Available Fund, 1957-58, Including Estimates of Cost Involved in

Various Methods of Implementation, as prepared by Director Charles T. Clark, November 1956. (See Page 422.)

2. The following salary rates of teaching assistants and assistants as recommended by the Graduate Legislative Council: Half-time Teaching Assistants, \$1,400, \$1,600, and \$1,800; Hourly Scale for Assistants, \$.75, \$1.00, \$1.25, \$1.50.

President Wilson pointed out that the revised pay plan for classified personnel is necessary to compete in the Austin market and that the salary rates for teaching assistants and assistants are necessary to obtain a superior grade of personnel because of competition from other major state universities. The recommendations will require additional expenditures of approximately \$45,000 and \$157,000, respectively.

HOGG FOUNDATION: W. C. HOGG MEMORIAL FUND - PENDING ACQUISITION BY TEXAS STATE BUILDING COMMISSION OF REVERSIONARY INTEREST IN PROPERTY ON CONGRESS AVENUE, AUSTIN, TEXAS. -- Vice-President Dolley presented the following facts and recommendations with reference to the pending acquisition by the Texas State Building Commission of reversionary interest in property on Congress Avenue, Austin, Texas, out of the Hogg Foundation, W. C. Hogg Memorial Fund:

See P. 486

Early this year (Minutes of April 6, 1956) Miss Ima Hogg conveyed to the Board of Regents as Trustee of the Hogg Foundation: W. C. Hogg Memorial Fund the west 53-1/3 feet of Lots 1, 2, and 3, Block 160, City of Austin, subject to a life estate held by Miss Mary Fitzhugh (Dot) Thornton and further subject to a lease for 25 years from November 1, 1946, to Ben H. Parrish and W. T. Mobley at net rental of \$200 per month received by Miss Thornton. The lessor has the right to sublet and to remodel and improve. Any improvements made remain with the land.

The property fronts 128 feet on Congress Avenue from Thirteenth Street to Fourteenth Street with depth of 53-1/3 feet. Improvements consist of a one-story stucco building at 1301 Congress, a two-story stucco and frame building at 1305-7 Congress, and a one-story asbestos siding building at 1309-11 Congress. Sub-leases have been bringing the lessees \$755 per month from the property for an apparent net return to the lessees, disregarding recovery of cost of improvements consisting principally of the two-story building erected by them in 1948, of approximately \$4,000 annually.

Mr. Fred C. Barkley of Austin has appraised the property for the University, and his figures and those of the Building Commission are as follows:

	<u>University's Appraiser</u>	<u>Building Commission</u>
Land	\$61,500.00	\$58,000.00
Improvements	<u>32,500.00</u>	<u>35,400.00</u>
Totals	<u>\$94,000.00</u>	<u>\$93,400.00</u>

(Continued)	<u>University's Appraiser</u>	<u>Building Commission</u>
Lessors' Interests:		
Miss Thornton	\$23,200.00	\$23,575.00
Hogg Foundation	36,450.00	30,825.00
	<u>59,650.00</u>	<u>54,400.00</u>
Lessees' Interest	34,350.00	34,375.00
Sub-Lessees' Interests:		
Gammon	-	4,100.00
Cowan	-	525.00
	<u>-</u>	<u>525.00</u>
Totals	<u>\$94,000.00</u>	<u>\$93,400.00</u>

The University was contacted by the Building Commission in April shortly after the Commission's plans had been announced through the press with a routine communication stating that their appraisal was in progress and should be completed soon, after which each owner would be contacted by a negotiator, and that their plans called for possession of subject property by August 15, 1956. Thereafter, the University staff attempted to keep the Building Commission fully advised as to meetings of the Board of Regents so that submission of any proposal could be planned. Though the Commission's appraisal figures were furnished the University by telephone in August with the statement that we would be contacted soon by a negotiator to review the matter, it was not until around October 20 that the negotiator contacted the University staff and arranged a conference held on October 23. The Commission's appraisal was reviewed at that meeting, and it was agreed that the University would consider the matter. The negotiator stated that in his opinion deferring action until the January meeting of the Board of Regents would not be of disadvantage to the Building Commission. On October 29, the Endowment Officer wrote the Executive Director of the Building Commission that the University staff was unable to recommend to the Board of Regents at its meeting on November 2 and 3 acceptance of the proposed figure of \$30,825 for its interest. It was further stated in that letter: "If you feel that carrying over the matter to the January meeting will be a significant hindrance to the Building Commission, we shall be glad for you to call us."

Nothing further was heard from the Building Commission until the Executive Director wrote on November 8 to Miss Thornton with copies to the Board of Regents, the lessees and the sub-lessees as follows:

"Inasmuch as negotiation by the State to purchase your property has not been successful, pursuant to authorization by the State Building Commission, you are hereby offered the sum of \$93,400 to be divided among you according to your respective interests on the property described as the West 53-1/3 feet of Lots 1, 2 and 3, Block 160, Original City of Austin, Travis County, Texas

"If you desire to accept this offer, please advise me as soon as possible. If this offer is not accepted by Monday, November 12, 1956, it must be considered as having been rejected and condemnation proceedings will have to be initiated."

The University staff again conferred with the negotiator and with the Executive Director on November 9 and was advised that they saw little prospect of reaching an agreement with the lessees, and that the attorneys handling these matters for the Commission were of the opinion that condemnation proceedings against all parties were necessary unless all parties accepted the amounts offered them.

The condemnation proceedings have been held off, but we understand that the Commission plans to file on all parties during the week of December 3.

Judge Gaines and Mr. Waldrep have discussed the matter with Miss Thornton's attorney, Judge Ireland Graves, and understand that Miss Thornton will be glad to join in the proposal set out below. The matter has been discussed by telephone with Miss Ima Hogg, who has maintained an active interest in its progress, and she is in agreement.

It is recommended that the Board of Regents take the following action on the matter:

1. Authorize the Endowment Officer on behalf of the Board of Regents to join with Miss Thornton in a letter to the Texas State Building Commission expressing the desire to avoid litigation, the opinion that negotiations have not been fully explored, and proposing that Miss Thornton and the University be paid jointly the sum of \$60,000 for their interests.
2. Authorize the Endowment Officer to join with Miss Thornton in further negotiations if the proposal of \$60,000 is declined and to agree with Miss Thornton, upon approval of the Vice-President for Fiscal Affairs, for acceptance of a figure not less than \$58,000 for the joint interests.
3. Authorize the Chairman of the Board of Regents to execute the appropriate deed if negotiations authorized above are successful, upon approval as to content by the Endowment Officer and as to form by the Land and Trust Attorney.
4. Authorize Land and Trust Attorney Gaines and/or Assistant Land and Trust Attorney Waldrep to defend on behalf of the Board of Regents as Trustee any condemnation proceedings brought upon failure of negotiations authorized above.

If the matter is resolved by the authorized negotiations, a recommendation will be presented to the Board of Regents at the January meeting as to division of the proceeds between Miss Thornton and Hogg Foundation or acceptance of the entire proceeds for the Hogg Foundation and an agreement to pay Miss Thornton a stated amount monthly during her life.

Upon motion of Mr. Jeffers, seconded by Mr. Lockwood, the Board approved the foregoing recommendations.

ATTENDANCE.--Regent Minter came into the meeting.

ESTATE OF DEROSSETTE THOMAS. -- Vice President Dolley presented the following facts and recommendations regarding the estate of (See Page 482) DeRossette Thomas:

Proposed Sale of Tucson, Arizona, Property. -- At the University's request, Arizona Trust Company, who handled the Tucson property for several years as agents for Miss Thomas, is now serving as Administrator of the Arizona estate which consists entirely of one piece of real estate in Tucson. Though sale is not necessary to settle the Arizona estate and place good title in the University, there are obvious advantages to sale during the administration; and the University asked the Administrator to explore sales possibilities. It is understood that no deed or other instrument from the University is necessary in making a sale, but the Administrator was told that any proposed sale should be presented to the Board of Regents for approval.

The Administrator has notified the University of a firm offer of \$6,525.00 cash for the property, and the Administrator recommends that the Board of Regents approve its submitting that offer to the Probate Court for acceptance.

The property is described as the East 60 feet of Lots 1 and 4, Pur. 16, Twp. 47, in Tucson, Pima County, Arizona, and is improved with a three-room residence and two-car garage known as 635 North Third Avenue. Based on a rough estimate only, the Executors of the Texas estate included the property in the Inventory filed in the Probate Court of Bexar County at a value of \$12,000. Dr. Robert L. Sutherland, accompanied by a recognized realtor of Austin, was through Tucson last May and at our request inspected the property and investigated values. His report indicated a value of \$6,500 to \$7,500. The appraisers in the Tucson probate proceedings have valued the property at \$7,250.00, the offer in hand being 90% of that value. The Arizona law is to the effect that the probate court can approve sale if the consideration is 90% of the appraised value.

The property is under lease running to October 31, 1958, at rental of \$60 monthly without right of cancellation, and any sale will be subject to the lease. At this rental and after taxes and other carrying charges, it is estimated that the property yields 6% to 7% on the offered price.

Sales commission of \$195 and title costs of about \$75 will be payable out of the proceeds. These are in addition to Administrator's and attorney's fees set by Arizona law in the approximate amount of \$700 so that net proceeds from the Arizona estate would amount to approximately \$5,500.00.

It is recommended that the Board of Regents authorize the Endowment Officer to notify the Arizona Administrator of its approval of accepting the offer of \$6,525.00, and that the Chairman of the Board of Regents be authorized to execute any instrument from the University that may be necessary in the sale when approved as to content by the Endowment Officer and as to form by the Land and Trust Attorney.

Authorization for Receipt and Release on the Texas Estate. --The Executors of the Texas estate have now notified the University that they are ready to close their administration by payment to the University of cash in the approximate amount of \$4,980.00 upon delivery of a satisfactory receipt and release, and it is recommended that the Chairman of the Board of Regents be authorized to execute such receipt and release when approved as to content by the Endowment Officer and as to form by the Land and Trust Attorney.

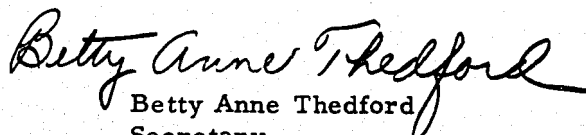
See P. 482

The Board adopted the foregoing recommendations as presented on motion of Mr. Jeffers, seconded by Doctor Oates.

ATTENDANCE. --Regent (Mrs.) Devall came into the meeting, as did Endowment Officer Stewart, Attorney Waldrep, and Mary Cook, Executive Assistant to Endowment Officer.

PERMANENT UNIVERSITY FUND INVESTMENT PROGRAM. --The Board entered into a preliminary discussion of the Permanent University Fund Investment Program as authorized by Constitutional Amendment No. 3, See P. 457 passed at the General Election, November 6, 1956, in order that it would be in a position at the January 11-12 meeting to set up plans, policies, and procedures for the implementation of the program.

ADJOURNMENT. --The Board adjourned at 4:45 p. m.


Betty Anne Thedford
Secretary

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A RECOMMENDED PAY PLAN FOR MAIN UNIVERSITY, CENTRAL ADMINISTRATION
AND AVAILABLE FUND, 1957-58, INCLUDING ESTIMATES OF COST
INVOLVED IN VARIOUS METHODS OF IMPLEMENTATION

prepared for

Dr. Logan Wilson, President
The University of Texas

and

Dr. C. P. Boner, Vice-President
Main University

prepared by

Classified Personnel Office

Charles T. Clark, Director

November, 1956

A RECOMMENDED PAY PLAN FOR MAIN UNIVERSITY, CENTRAL ADMINISTRATION
AND AVAILABLE FUND, 1957-58, INCLUDING ESTIMATES OF COST
INVOLVED IN VARIOUS METHODS OF IMPLEMENTATION

1. INTRODUCTION

A report submitted August 27, 1956, which analyzed the results of a salary survey conducted in the Austin area during the past summer, pointed to the need for a major revision of the Pay Plan for Main University, Central Administration and Available Fund.

The purpose of this report is to recommend a revised pay plan to become effective September 1, 1957, and to analyze for your study various methods or formulas by which the proposed plan might be implemented. Some of the information included in the August report will be duplicated, both for emphasis and for convenience in referring to the data supporting proposed increases in ranges.

2. THE STUDY

Inventory of Present Positions. An inventory was made during October, 1956, of all line-item budget positions in the 1956-57 budgets for Main University, Central Administration and Available Fund to determine the amount now budgeted for each job classification from University funds.

Jobs paid from lump-sum accounts, from auxiliary activities, or from grant or contract funds were not included in the count and no estimate of increased cost to these areas has been computed. The budget for

the Texas Memorial Museum was also omitted from the study, as these are agency funds.

The results of this inventory are shown on Table I of this report in the column shown as "Present Budget."

Proposed Salary Ranges. Recommendations for salary ranges for 1957-58 are also shown in Table I in monthly amounts. These recommendations are based on the following considerations:

1. The job inventory of present salaries, October, 1956
2. The following salary studies:
 - a. University of Texas salary study, July, 1956
 - b. City of Austin salary study, May, 1956
 - c. Department of Public Safety salary study, June, 1956
 - d. College and University Personnel Association salary study, June, 1956
 - e. Other special studies of salaries made by the Classified Personnel Office staff during the past few months
3. Cost-of-Living Index
4. Index of Average Hourly Earnings in Texas
5. The relationships between the job classes themselves

While the majority of the salary ranges are recommended for an increase of from one to three steps, there are a number where no increase is being recommended at this time. These classes generally fall into one of the following groups:

1. Classifications representing jobs found almost exclusively in the Division of Housing and Food Service. Inasmuch as changes in these ranges would not show up in this cost study, no attempt was made

to recommend changes in these ranges at the present time. These recommendations will follow at a later date.

2. A few major groups such as physicians, inasmuch as these ranges were revised rather thoroughly at the beginning of the current fiscal year.
3. Job classifications where the salary data gathered showed that The University of Texas ranges are in line with local competition. Examples are the classes of Building Attendant and Elevator Operator.
4. Certain job classifications in a series, such as the Technical Staff Assistant series and the Training Specialist series. Employees now progress systematically from one level in the series to another and changes have been recommended only in a few cases to bring the series into balance.
5. Certain job classifications where the jobs are normally filled by students and paid from lump-sum accounts.

Explanation of Unusual Items. A few job classifications can be dropped from the pay plan as they are not now being used.

The two classifications of Psychologist-Counselor and Clinical Psychologist, representing positions in the Testing and Guidance Bureau, have been expanded into three job classifications shown as Assistant Psychologist, Associate Psychologist and Clinical Psychologist.

In the Social Science Research group, a pressing need has been felt for a classification to take care of undergraduate students helping with research programs within their field of study. In order to follow the

pattern already established for the pure and applied science group, we have recommended that a new classification of Social Science Research Assistant be established to correspond with Laboratory Research Assistant. The present classification of Social Science Research Assistant will be changed to Social Science Research Associate I, and each succeeding level of Social Science Research Associate will carry a higher Roman numeral. A similar change has been made in the Humanities Research group, where the Humanities Research Assistant classification has been re-named Humanities Research Associate. This classification requires a college degree in the field of specialization.

The classifications of Cabinetmaker I and II have been combined into a single classification of Cabinetmaker and assigned the number of the former Cabinetmaker II.

3. METHODS OF IMPLEMENTING THE PROPOSED PAY PLAN

Cost Estimates. Table I presents three estimates of increased cost in connection with the new pay ranges. These are as follows:

1. Cost Estimate A (\$45,050) shows the amount required to advance all employees to the new proposed salary minimums.
2. Cost Estimate B (\$193,945) shows the amount which would be necessary to keep each employee in the same relative position within the new salary range that he now occupies in the present range.
3. Cost Estimate C (\$215,938) shows the amount required to advance all employees to the new minimums plus the cost of a one-step salary increase for each employee who is already within the new range.

Table II summarizes the three cost estimates described above by major classification service and, in addition, gives two other estimates:

1. Cost Estimate D (\$85,445) shows the amount required to advance by one salary step 50 per cent of the classified employees not automatically increased as a result of adjustments to the new salary minimums.
2. Cost Estimate E (\$99,078) shows the amount required to give a one-step salary increase to 50 per cent of all classified employees shown in the job inventory.

Neither D nor E includes the cost of advancing to the proposed minimums those employees currently being paid less than the new minimums.

4. RECOMMENDATIONS

The Index of Average Hourly Earnings in Texas, published by the Bureau of Labor Statistics, U. S. Department of Labor, indicates that average hourly earnings of non-supervisory employees increased from \$1.84 in September, 1955, to \$1.98 in September, 1956. This is an increase of 7.6 per cent in the general level of salaries in Texas during our last budget year. University employees received their last blanket salary adjustment in September, 1954, at which time the index stood at \$1.75 per hour. While salary levels in Texas have increased more than 13 per cent on the average, University of Texas classified employees have had increases of approximately 5 per cent during the same period (approximately 2.5 per cent per year for two years). Salary studies show conclusively that adjustments in salary ranges for many classifications must be made in order to maintain the University's competitive position in the labor market.

1. Our first recommendation is the adoption of the proposed salary plan for 1957-58. It is further recommended that the plan be distributed to departments with budget instructions. It is estimated that this recommendation will cost \$45,050--approximately 1.15 per cent of the present amount budgeted in line-item positions for classified employees paid from University funds. (Cost Estimate A)

2. It is our second recommendation that departments be allowed to recommend 50 per cent of their total classified staff for merit increases. It is estimated that this cost would be \$99,078 which is an additional 2.52 per cent of the present budgeted amount. (Cost Estimate E.) It is further recommended that departments be allowed to ask for increases involving more than one step in unusual cases to hold extremely well-qualified employees against outside competition. The cost of this proposal cannot be accurately estimated.

3. Our third recommendation is contingent upon the action of the coming session of the Texas Legislature. If they vote money for salary adjustments for State employees, we recommend that this additional amount be added to the 1957-58 budget for classified employees over and above the amount contained in our first and second recommendations. Inasmuch as the first two recommendations are designed to bring us in line with present salary competition, it is imperative that we meet further adjustments in salaries for State employees with additional increases for our own employees.

ESTIMATED COST OF MAKING CERTAIN PROPOSED CHANGES IN THE
PAY PLAN FOR CLASSIFIED EMPLOYEES OF THE MAIN
UNIVERSITY AND CENTRAL ADMINISTRATION

	Monthly Range		Present Budget	Cost Estimates		
	Present	Proposed		A	B	C
(0- CLERICAL, FISCAL AND ADMINISTRATIVE SERVICE (00- Clerical and General Administrative Group)						
0000 Clerical Assistant	\$116-181	\$122-190				
0001 Clerk	190-241	200-252	\$ 37,320	\$ 600	\$ 1,866	\$ 1,866
0002 Senior Clerk	230-290	same	42,726			2,136
0003 Administrative Clerk	264-351	277-367	38,076	312	1,904	1,904
0004 Office Supervisor	320-424	335-445	9,252		463	463
0010 Clerk Typist	190-241	200-252	217,956	5,616	10,898	10,898
0011 Senior Clerk Typist	230-290	241-304	68,169	792	3,408	3,408
0020 Secretary	200-252	220-264	186,810	12,139	18,681	13,958
0021 Senior Secretary	230-290	241-304	208,245	3,960	10,412	10,412
0022 Administrative Secretary	264-351	277-367	130,884	780	6,544	6,544
0030 Administrative Assistant	351-467	367-490	42,372	192	2,119	2,119
0031 Executive Assistant	404-539	424-539	22,968		1,148	1,148
0040 Manager, Stenographic Bureau	277-351	290-367	4,020		192	192
0050 Transcript Examiner	230-290	241-304	9,132	132	457	457
0051 Assistant Director of Admissions	351-467	367-490	5,088		252	252
0052 Assistant Registrar and Registration Supervisor	424-539	same	5,088			252
0055 Assistant Registrar	351-467	367-490	10,692		535	535
0065 Medical Records Librarian	252-320	264-335	3,648		192	192
0069 Assistant Director, Workmen's Compensation Insurance	320-424	335-445	3,743		184	184
0070 Director, Workmen's Compensation Insurance	445-592	490-650	7,104		696	336
0080 Library Assistant	210-252	220-264	27,142	707	1,357	1,357
0081 Senior Library Assistant	264-304	same	39,464			1,973
0090 Assistant Director, University Development Board	539-680	565-710	8,160		360	360

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	Monthly Range		Present Budget	Cost Estimates			
	Present	Proposed		A	B	C	
(01- Fiscal and Accounting Group)							
0100	Accounting Clerk	\$210-290	\$230-304	82,692	2,760	7,921	5,032
0101	Accountant I	304-385	320-404	12,456		623	623
0102	Accountant II	385-490	404-514	14,808	228	740	740
0103	Chief, Accounting Division	445-592	490-650	7,104		696	336
0104	Assistant University Auditor	490-650	539-710	7,800		720	360
0108	Inventory Supervisor	335-445	same	4,620			228
0110	Investment Analyst	335-424	same				
0120	Bursar	445-592	467-620	6,780		324	324
0125	Cashier I	230-290	252-320	5,784	264	578	408
0126	Cashier II	290-385	320-404	4,620		228	228
0130	Supervisor, Payroll Division	404-514	445-592	5,604		564	276
0140	Branch College Auditor	490-650	514-680	7,104		336	336
(02- Statistical Group)							
0200	Statistical Aide	156-200	172-220				
0201	Clerk Draftsman	172-220	200-252				
0205	Statistical Clerk	210-264	230-290				
0210	Statistician	304-385	320-404	3,648	192	192	192
(03- Office Equipment Operation Group)							
0300	Switchboard Operator	164-210	172-220	2,172		108	108
0301	Chief Switchboard Operator	200-252	210-264	2,640		120	120
0305	Key Punch Operator	210-264	220-277	15,972	240	799	799
0309	Tabulating Equipment Operator I	210-264	230-290	6,672	360	667	432
0310	Tabulating Equipment Operator II	264-335	290-367	12,987	468	1,299	793
0311	Tabulating Equipment Supervisor	424-539	445-592	6,468		312	312
0315	Electronics Computing Machine Operator	277-351	304-385				
0320	Photostat Operator	190-241	200-252				
0321	Photographic Duplication Supervisor	241-290	252-304				
0330	Computing Clerk	190-241	200-252				
(04- Stores and Procurement Group)							
0400	Stores Clerk I	200-252	200-252				
0401	Stores Clerk II	230-290	252-320	10,128		1,013	506
0402	Stores Foreman	351-404	385-445	4,848		492	240

	Monthly Range		Present Budget	Cost Estimates		
	Present	Proposed		A	B	C
0405 Furniture and Equipment Supervisor	351-467	367-490	5,088		252	252
0407 Athletic Equipment Supervisor	351-404	385-445				
0410 Purchasing Agent	424-565	467-620	6,168		612	300
0420 Military Property Custodian	367-467	367-490	5,604			276
(05- Legal Group)						
0500 Assistant Land and Trust Attorney	514-650	same	9,240			
0510 Real Estate Manager (See Page 665)	514-650	drop 650-835				
(06- Publications Group)						
0600 Assistant Editor, Official Publications	241-304	252-320	3,648		192	192
0601 Editor, Official Publications	351-467	367-490	5,604		276	276
(07- Personnel Group)						
0705 Personnel Assistant	304-385	320-404				
0710 Placement Secretary	230-290	241-304	17,232	396	862	862
0715 Personnel Interviewer	277-351	290-367	3,324	156	156	156
0720 Student Employment Director	367-467	385-490	4,848		240	240
0729 Assistant Director, Classified Personnel	367-467	385-490	4,404	216	216	216
0730 Director, Classified Personnel	565-710	592-740	8,160		360	360
(1- COUNSELING AND HEALTH SERVICE)						
(10- Student Advisory Group)						
1000 Dormitory Resident Counselor I	110-164					
1001 Dormitory Resident Counselor II	128-200					
1010 Dormitory Counseling Supervisor I	220-290					
1011 Dormitory Counseling Supervisor II	277-367					
1030 Student Group Advisor I	277-351	290-367	4,606	88	230	230
Student Group Advisor II	367-467	385-490	6,482	122	320	320
Student Group Advisor III	467-592	490-620	10,170		486	486
1040 Assistant to the Director, Texas Union	230-290	241-304				
1042 Union Program Supervisor	230-290	241-304				
1045 Director, Texas Union	404-514	424-539				
(11- Testing and Guidance Group)						
1110 Assistant Psychologist	290-367	277-367				
1111 Associate Psychologist	new	367-467	4,620			228

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	Monthly Range		Present Budget	Cost Estimates		
	Present	Proposed		A	B	C
1115 Clinical Psychologist	385-490	467-592	11,484		2,400	564
1120 Psychometrist I	220-277	230-290	5,280	240	240	240
1121 Psychometrist II	252-320	290-367	3,324	156	516	156
1125 Associate Examiner	385-490	404-514	5,604		276	276
(12- Medical Group)						
1201 Clinic Nurse	241-290	252-304	19,244	88	962	962
1205 X-Ray Technician	252-320	same	5,634			282
1210 Physical Therapist	277-351	320-404	1,585		238	79
1220 Physician, General Medicine	650-870	same	45,834			2,292
1221 Physician, Specialist (Group of Classes)	770-1000	same	23,944			1,747
1250 Hospital Orderly	156-200	same				
1255 Hospital Dietitian	320-404	335-424				
1260 Staff Nurse	241-290	252-304				
1261 Surgical Nurse	252-320	264-335				
1262 Supervising Nurse (Group of Classes)	264-320	277-335	3,840		180	180
1270 Chief of Nurses	320-404	335-424				
(13- Sanitation Group)						
1310 Assistant Housing Inspector	230-290	241-304	3,480		168	168
1311 Housing Inspector	252-320	264-335	3,648		192	192
(2-- RESEARCH AND SCIENTIFIC SERVICE)						
(20- Social Science Research Group)						
2008 Social Science Research Assistant	new	164-220				
2009 Social Science Research Associate I (Group of Classes)	210-290	220-320	1,260	60	60	60
2010 Social Science Research Associate II (Group of Classes)	290-385	304-404	11,340	168	567	567
2011 Social Science Research Associate III (Group of Classes)	367-490	385-514	4,848		240	240
2012 Social Science Research Associate IV (Group of Classes)	490-650	490-650	12,948			647
2020 Business Research Supervisor	290-385	320-424	4,620		468	228
(21- Pure and Applied Science Group)						
2110 Laboratory Research Assistant	156-210	164-220	3,456	48	168	168
2111 Research Engineer-Scientist I (Group of Classes)	210-320	220-320	5,424		78	78

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	Monthly Range		Present Budget	Cost Estimates		
	Present	Proposed		A	B	C
2112 Research Engineer-Scientist II (Group of Classes)	304-404	same	14,298			715
2113 Research Engineer-Scientist III (Group of Classes)	367-490	385-514	24,984		1,249	1,249
2114 Research Engineer-Scientist IV (Group of Classes)	467-620	490-650	48,264	552	2,413	2,413
2115 Research Engineer-Scientist V (Group of Classes)	565-870	592-910	75,708		3,785	3,785
2120 Field Operations Specialist	490-620	same				
2130 Systems Development Specialist I	592-800	same				
2131 Systems Development Specialist II	835-1000	same				
(22- Technical Staff Group)						
2210 Technical Staff Assistant I (Group of Classes)	181-252	same	8,172			409
2211 Technical Staff Assistant II (Group of Classes)	252-320	same	17,004			850
2212 Technical Staff Assistant III (Group of Classes)	320-404	same	38,155			1,908
2213 Technical Staff Assistant IV (Group of Classes)	404-514	same	14,646			732
2214 Technical Staff Assistant V (Group of Classes)	514-650	same				
(23- Laboratory and Stores Group)						
2300 Laboratory Attendant	116-172	122-190	3,702		185	185
2301 Laboratory Stores Assistant	172-230	190-252	23,496	324	2,350	1,344
2302 Laboratory Services Supervisor	252-335	264-351	23,724	288	1,186	1,186
2303 Procurement Officer (Group of Classes)	335-404	same	4,404			216
2310 Clinical Laboratory Technician	241-290	264-335	8,316	72	832	416
2311 Clinical Laboratory Supervisor	264-335	290-367	4,020		384	192
2320 Assistant Pharmacist	277-351	290-367				
(27- Humanities Research Group)						
2700 Humanities Research Associate	210-320	220-320	1,368		72	72

	Monthly Ranges		Present Budget	Cost Estimates			
	Present	Proposed		A	B	C	
(3-- ENGINEERING, TRADES AND LABOR SERVICE)							
(30- Engineering Group)							
3000	Draftsman I	230-290	241-304	9,540		477	477
3001	Draftsman II	304-404	320-424	21,072	192	1,054	1,054
3005	Cartographer	351-445	367-467	5,340		264	264
3009	Architectural Assistant	367-467	404-514	5,340		540	264
3010	Architect I	404-514	467-565				
3011	Architect II	490-620	539-680	14,220		1,422	711
3015	Architect; Assistant to the Comptroller	539-680	592-740	8,160		720	360
3018	Refrigerating and Heating Engineer	490-620	539-680	7,440		720	360
3019	Assistant Power Plant Engineer	404-514	445-565	6,168		612	300
3020	Power Plant Engineer	490-620	539-680	7,440		720	360
3024	Assistant Maintenance Engineer	404-514	445-565	5,340		540	264
3025	Maintenance Engineer	490-620	539-680	6,780		660	324
3030	Communications Engineer	490-620	539-680	6,468		636	312
3039	Assistant Electrical Engineer	404-514	445-565				
3040	Electrical Engineer	490-620	539-680	7,440		720	360
3050	Superintendent of Utilities	539-680	592-740	8,160		720	360
(31- Plant Operation Group)							
3100	Assistant Utilities Station Operator	230-277	252-304	22,368	132	2,237	1,118
3101	Utilities Station Operator	277-335	304-367	67,716	1,308	6,772	3,386
3105	Building Utility Operator	220-277	230-290	10,052	120	503	503
3130	Assistant Refrigeration Foreman	320-367	351-404	4,404		444	216
3131	Refrigeration Foreman	351-404	385-445	4,848		492	240
3135	Assistant Air Conditioning Foreman	320-367	351-404	4,020	192	384	192
3136	Air Conditioning Foreman	351-404	385-445	4,848		492	240
3140	Assistant Steam Distribution Foreman	320-367	351-404	4,404		444	216
3141	Steam Distribution Foreman	351-404	385-445	4,848		492	240
3150	Electrical Distribution Foreman	351-404	385-445				
3160	Distribution Supervisor	335-404	385-445	4,848		492	240
(32- Building and Allied Trades Group)							
3200	Maintenance Man (Group of Classes)	220-290	same	97,332			3,997
3210	Cabinetmaker	304-351	320-367	10,812	708	1,081	888
3211	Carpenter	277-320	304-351	41,304	168	4,130	2,065
3212	Assistant Carpenter Foreman	320-367	351-404	4,212		408	192

	Monthly Ranges		Present Budget	Cost Estimates		
	Present	Proposed		A	B	C
3213 Carpenter Foreman	320-404	385-445	4,848		492	240
3220 Electrician	304-351	320-367	31,620	576	1,581	1,581
3221 Assistant Electrical Foreman	320-367	351-404	8,808		888	432
3222 Electrical Foreman	351-404	385-445	4,848		492	240
3225 Cable Splicer	320-385	335-404	4,620		228	228
3230 Painter	264-304	290-335	46,944	312	4,694	2,501
3231 Assistant Painter Foreman	320-367	351-404	4,212		408	192
3232 Painter Foreman	320-404	385-445	4,848		492	240
3240 Plumber	304-351	320-367	23,952	192	1,198	1,198
3241 Assistant Plumber Foreman	320-367	351-404	4,404		444	216
3242 Plumber Foreman	351-404	385-445	4,848		492	240
3260 Steam Fitter	304-351	320-367	16,092	192	805	805
3271 Furniture and Furnishings Foreman	320-404	385-445	4,848		492	240
3280 Cement Finisher	277-320	304-351				
3285 Steel Worker	277-320	304-351	3,840		372	180
3290 Insulator	304-351	320-367	12,072	192	604	604
3295 Construction Machinery Operator	252-320	277-351	10,032	456	1,003	502
(33- Mechanical and Allied Trades Group)						
3310 Automotive Mechanic	241-304	252-320	3,840		168	168
3320 Boilermaker	304-351	320-367				
3330 Plant Maintenance Mechanic	304-351	320-367	19,932	192	997	997
3331 Assistant Maintenance Mechanic Foreman	320-367	351-404	4,404		444	216
3332 Maintenance Mechanic Foreman	351-404	385-445	4,848		492	240
3335 Shop Assistant (Mechanical Engineering)	290-367	320-404	16,668		1,667	833
3340 Refrigeration Mechanic	304-351	320-367	12,636		576	576
3350 Temperature Control Mechanic	304-351	320-367	11,316	384	576	576
3360 Welder	304-351	320-367	12,264		613	613
3365 Glass Blower	320-404	351-445	4,848		492	240
3370 Locksmith	277-320	304-351	3,840		378	180
3371 Laboratory Machinist	277-351	290-367	43,200		2,160	2,160
3373 Machinist Foreman	320-404	385-445	4,848		492	240
3374 Instrument Shop Foreman	424-490	467-539	2,940		294	144
3380 Scientific Instrument Maker I	304-351	335-424	16,284	180	1,628	814
3381 Scientific Instrument Maker II	351-445	385-490	7,551		540	264

	Monthly Ranges		Present Budget	Cost Estimates		
	Present	Proposed		A	B	C
(34- Printing and Allied Trades Group)						
3400	Offset Press Operator	230-304	241-320	6,372	319	319
3401	Offset Press Foreman	304-385	320-404	3,840	180	180
3410	Book Repairer	200-241	220-264	2,892	276	132
3420	Bindery Foreman	Prevailing				
3428	Press Feeder	Prevailing				
3430	Press Foreman	Prevailing				
3440	Printing Production Expeditor	Prevailing				
3449	Assistant Manager, Printing Division	404-514	445-565			
3450	Manager, Printing Division	490-650	539-710			
(35- Labor and Labor Supervision Group)						
3500	Laborer	172-220	181-230	89,436	4,412	4,412
3501	Utility Worker	190-241	same	66,864		3,054
3505	Helper (Group of Classes)	116-181	122-190			
3510	Gardener	190-230	200-241	2,760	132	132
3520	Grounds Crew Foreman	241-290	252-304	6,648	312	312
3525	Landscape Gardener	320-404	385-445	4,848	492	240
3540	Transportation Foreman	320-404	385-445	4,848	492	240
3550	Assistant Superintendent of Construction and Maintenance	404-514	424-539	5,880	288	288
(4-- CUSTODIAL AND FOOD SERVICE)						
(40- Housing Management Group)						
4000	Receptionist	92-116	same			
4005	Dormitory Supervisor	128-210	same			
4030	Manager, University Apartments	351-445	same			
4040	Manager, Women's Residence Halls	404-514	same			
4045	Manager, Men's Residence Halls	404-514	same			
4050	Assistant to Director, Housing and Food Service	490-620	same			
(41- Food Service Group)						
4100	Food Service Worker	110-172	same			
4110	Food Preparation Worker	110-181	same			
4111	Cook I	128-172	same			
4112	Cook II	181-264	same			

		Monthly Ranges		Present Budget	Cost Estimates		
		Present	Proposed		A	B	C
4120	Baker I	128-172	same				
4121	Baker II	181-264	same				
4130	Butcher	220-264	same				
4140	Food Service Supervisor I	142-190	same				
4141	Food Service Supervisor II	200-264	same				
4142	Food Service Supervisor III	277-367	same				
4151	Manager, University Commons	404-514	same				
4155	Manager, University Tea House	351-445	same				
4157	Manager, Varsity Cafeteria	351-445	same				
4160	Supervisor of Food Service	490-620	same				
(42- Building Services and Custodial Group)							
4200	Custodial Worker	110-181	same	12,096			
4210	Housekeeper I	149-190	same				
4211	Housekeeper II	200-252	same				
4220	Elevator Operator	149-172	same	10,224			511
4230	Building Attendant	164-230	same	279,096			12,161
4231	Building Crew Foreman	230-277	241-290	22,236		1,112	1,112
4232	Assistant Building Services Supervisor	277-335	290-351	6,960		336	336
4233	Building Services Supervisor	320-404	385-445	4,848		492	240
4235	Superintendent of Buildings and Grounds	467-592	490-620	5,604	276	276	276
4240	Exterminator	220-277	230-290	3,324		156	156
(43- Security Group)							
4300	Watchman	200-241	same	19,680			630
4310	Guard	190-241	same	19,992			120
4320	Traffic Officer	220-264	241-290	20,376		2,037	1,019
4322	Traffic and Security Sergeant	230-277	252-304	3,024		300	144
4325	Traffic and Security Captain	264-320	290-351	3,840		372	180
4330	Chief Traffic and Security Officer	367-467	same	4,404			216
(5- OIL, LAND AND GEOLOGY SERVICE)							
(50-)							
5000	Oil Gauger	335-424	367-467	9,696		984	480
5001	Chief Oil Gauger	367-467	404-514	5,340		540	264
5020	Oil Scout	367-467	404-514	4,620		468	228
5030	Geologist	404-490	445-539	5,340		540	264
5031	Senior Geologist	514-680	565-710	7,800		720	360

	Monthly Ranges		Present Budget	Cost Estimates		
	Present	Proposed		A	B	C
5032 Supervising Geologist	592-770	620-800	8,520		360	360
5050 Land and Title Registrar	335-424	351-445	5,088		252	252
5060 Assistant Auditor, Oil and Gas Production	320-404	351-445	4,404		444	216
5061 Auditor, Oil and Gas Production	445-565	490-620	6,468		636	312
(6-- EDUCATIONAL AND INFORMATIONAL SERVICE)						
(60- Professional Library Group)						
6010 Librarian I (Group of Classes)	320-385	same	54,132			2,707
6011 Librarian II (Group of Classes)	351-424	same	80,808			3,609
6012 Librarian III (Group of Classes)	385-467	same	35,436			1,492
6020 Archives Translator	277-335					
6030 Archivist	351-424	same	4,620			228
6040 Chief Catalog Librarian	424-514	same	5,880			288
6042 Acquisition Librarian	424-514	same	5,088			252
6045 Latin-American Collections Librarian	385-467	same	5,340			264
6048 Texas History Center Librarian	424-514	same	5,880			288
6060 Director, Package Loan Library	424-514	same	5,340			264
(61- Training Program Group)						
6100 Training Specialist I (Group of Classes)	335-424	same				
6101 Training Specialist II (Group of Classes)	404-514	same	91,728			4,278
6102 Training Specialist III (Group of Classes)	490-650	same	104,700			4,845
6110 Educational Specialist (Group of Classes)	367-490	same	4,404			216
(62- Interscholastic Services Group)						
6210 Interscholastic Music Director	385-490	424-539	5,880		588	288
6220 Interscholastic Speech Director	385-490	424-539	5,088		516	252
6230 Interscholastic Journalism Director	385-490	424-539	5,088		516	252
(63- Athletic Group)						
6300 Intramurals Official	Prevailing					
6310 Intramurals Assistant	156-200					
6311 Swimming Pool Supervisor	156-200					
6320 Intramurals Assistant Director	367-467	385-490	4,203		207	207
6321 Intramurals Director	539-680	565-710	6,120		270	270

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AMENDMENTS AND CORRECTIONS TO TABLE I, Page 10

	Monthly Ranges		Present Budget	Cost Estimates			
	Present	Proposed		A	B	C	
(6--EDUCATIONAL AND INFORMATIONAL SERVICE)							
(60-Professional Library Group)							
6010	Librarian I (Group of Classes)	320-385	335-404	54,132	2,340	2,707	2,707
6011	Librarian II (Group of Classes)	351-424	367-445	80,808	2,688	3,863	3,863
6012	Librarian III (Group of Classes)	385-467	404-490	35,436	228	1,772	1,772
6020	Archives Translator	277-335	290-351				
6030	Archivist	351-424	367-445	4,620		228	228
6040	Chief Catalog Librarian	424-514	445-539	5,880		288	288
6042	Acquisition Librarian	424-514	445-539	5,088	252	252	252
6045	Latin American Collections Librarian	385-467	404-490	5,340		264	264
6048	Texas History Center Librarian	424-514	445-539	5,880		288	288
6050	Law Librarian I	351-445	367-467	5,088		252	252
6051	Law Librarian II	445-565	467-592				
6052	Law Librarian	565-710	592-740	6,780	324	324	324
6060	Director, Package Loan Library	424-514	445-539	5,340		264	264

	Monthly Ranges		Present Budget	Cost Estimates		
	Present	Proposed		A	B	C
(65- Music, Art, and Drama Group)						
6500	Pianist	164-230	same			
6501	Improvisational Pianist	241-304	same			
6510	Vocalist		same			
			\$1.-- per hr. for rehearsal			
			\$2.00 per hr. for broadcast			
6511	Instrumentalist		same			
			\$1.50 per hr. for rehearsal			
			\$2.00 per hr. for broadcast			
6515	Band Leader	241-304	same			
6530	Illustrator	172-220	same			
6540	Wardrobe Mistress	172-220	same			
6550	Coordinator of Public Programs	335-424	same	2,172		108
				4,212		192
(66- Radio and Television Group)						
6600	Radio Control Technician	264-335	304-385	8,880	240	1,332
6601	Radio-Television Technical Supervisor	335-404	385-445	4,620		624
6610	Radio Script Writer	277-351	320-404	3,840		228
6611	Radio Script Editor	320-404	367-467	4,848		180
6612	Radio Writer-Producer	290-367	335-424			240
6620	Radio Production Assistant	156-200	same			
6630	Television Production Assistant	156-200	same			
6635	Television Program Director	490-620	514-650	6,780		324
					324	324
(67- Audio-Visual Group)						
6700	Projection Technician	172-230	same			
6710	Audio-Visual Shipping Supervisor	241-304	252-320	3,024		144
6720	Photographic Technician	172-230	same			144
6721	Chief Photographer	241-304	264-335	3,024	144	144
6725	Audio-Visual Specialist (Group of Classes)	264-335	277-351	7,188	156	300
6730	Audio-Visual Production Coordinator	290-367	304-385	4,212		359
6735	Audio-Visual Acquisition Librarian	335-424	351-445	4,404		192
						216
(68- Journalism Group)						
6800	Junior Reporter	156-200	same			

	Monthly Ranges		Present Budget	Cost Estimates		
	Present	Proposed		A	B	C
6810 Proofreader	200-252	210-264				
6820 Informational Writer I	241-304	264-335				
6821 Informational Writer II	304-385	335-424	8,640		864	420
6822 Assistant Director and Editor, News and Information Service	385-490	424-539	5,880		588	288
6825 Technical Reports Editor I	277-351	290-367	5,586		279	279
6826 Technical Reports Editor II	304-385	320-404	3,648	192	192	192
6840 Publications Production Assistant	290-385	304-404				
6850 Production Manager, University Press	351-445	367-467				
6854 Editorial Assistant, University Press	210-264	same				
6855 Editor I, University Press	277-351	290-367				
6856 Editor II, University Press	351-445	385-490				
6860 Advisor to University Publications	424-539	467-592				
6869 Sales Assistant, University Press	304-404	same				
6870 Sales Manager, University Press	424-539	same				
6875 Reports and Information Analyst	404-539	same	6,168			300
(69- Legal Aid Group)						
6900 Legal Aid Attorney	320-404	351-445	3,303		333	162
6905 Legal Aid Director	424-539	467-592	3,234		318	156

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A SUMMARY OF THE ESTIMATED COST OF IMPLEMENTING
THE PROPOSED SALARY PLAN FOR MAIN UNIVERSITY,
CENTRAL ADMINISTRATION AND AVAILABLE FUND

Number Series	SERVICE	Present Budget	COST ESTIMATES				
			A	B	C	D	E
0	Clerical, Fiscal and Administrative	\$ 1,426,286	\$30,510	\$82,566	\$76,469	\$22,980	\$36,420
1	Counseling and Health Service	169,779	694	6,208	8,402	3,854	4,262
2	Research and Scientific Service	354,157	1,512	14,037	17,660	8,074	8,892
3	Engineering, Trades and Labor Service	959,567	5,496	61,281	67,712	31,108	24,127
4	Custodial and Food Service	415,704	276	5,081	17,101	8,413	10,400
5	Oil, Land, and Geology Service	57,276	0	4,944	2,736	1,368	1,432
6	Educational and Informational Service	535,266	6,562	19,828	25,858	9,648	13,545
TOTALS		\$ 3,918,035	\$45,050	\$193,945	\$215,938	\$85,445	\$99,078

- A - Cost to advance all employees to new minimums.
- B - Cost to advance all employees to the same relative position in the new range that they now occupy in the present range.
- C - Cost to advance all employees to new minimums and, in addition, to give a one-step increase to those employees not affected by the new minimums.
- D - Cost to award one-step merit increases to 50 per cent of those employees not automatically increased to the new minimums (Does not include cost to advance all employees to new minimums).
- E - Cost to award one-step merit increases to 50 per cent of total staff (Does not include cost to advance all employees to new minimums).

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