

Article XX. Compensation

Section 1. General Provisions

The UAW-UW Research Scientist / Engineer A-4 salary and UAW-UW APL classifications with their respective salary ranges ~~/ wage minimums~~ are provided in the Table 1 below. The University may provide compensation to individual employees at rates above the minimums stipulated in this Article. The class specifications for these jobs are considered in effect upon the execution of this contract. No employee may be hired below the salary range minimum.

Across-The-Board Increases

- A. Effective ninety (90) days after ratification, all employees hired prior to April 1, 2022, working between December 20, 2021 and the date of this agreement who have not received a permanent salary increase within the last twelve (12) months of more than 3.25% in that time shall receive an across-the-board increase of three and a quarter percent (3.25%) or the difference between 3.25% and any permanent salary increase.
- B. Effective January 1, 2023 March 31, 2023 ninety (90) days after ratification, each employee will receive whichever is larger: an increase in pay to the new salary/wage floor for their position, or a 24% salary/wage increase. In subsequent years of the contract, each January September 1st, all employees will receive a salary/wage increase equivalent to the percentage change of the salary/wage threshold for overtime-exempt workers in Washington state.
- C. Effective September 1, 2023, all employees shall receive an across-the-board increase of seven percent (7%).
- D. Effective September 1, 2024, all employees shall receive an across-the-board increase of ~~sixseven~~ percent (76%).
- E. Effective September 1, 2025, all employees shall receive an across-the-board increase of ~~sixseven~~ percent (76%).

Section 2. General Salary/Wage Minimum Range Adjustments

- A. Effective ninety (90) days after ratification, the Employer will increase the minimum salaries in Table 1 (below) for the following classifications by:
 - 1) 30 percent (30%) for Research Scientist/Engineer Assistant, APL Research Scientist/Engineer Assistant, APL Ocean Scientist Assistant, APL Ocean Engineer Assistant, APL Autonomous System Operations and Control Scientist Assistant, APL Autonomous System Operations and Control Engineer Assistant, APL Medical Scientist Assistant, APL Medical Engineer Assistant (job codes XXXX)
 - 2) Twenty-five percent (25%) for Research Scientist/Engineer 1, APL Research Scientist/Engineer 1, APL Ocean Scientist 1, APL Ocean Engineer 1, APL Autonomous System Operations and Control Scientist 1, APL Autonomous System Operations and Control Engineer 1, APL Medical Scientist 1, APL Medical Engineer 1 (job codes XXXX)

- 3) Twenty percent (20%) for Research Scientist/Engineer 2, APL Research Scientist/Engineer 2, APL Ocean Scientist 2, APL Ocean Engineer 2, APL Autonomous System Operations and Control Scientist 2, APL Autonomous System Operations and Control Engineer 2, APL Medical Scientist 2, APL Medical Engineer 2. (job codes XXXX).
- 4) Fifteen percent (15%) for Research Scientist/Engineer 3, APL Research Scientist/Engineer 3, APL Ocean Scientist 3, APL Ocean Engineer 3, APL Autonomous System Operations and Control Scientist 3, APL Autonomous System Operations and Control Engineer 3, APL Medical Scientist 3, APL Medical Engineer 3. (job codes XXXX).
- 5) Ten percent (10%) for Research Scientist/Engineer 4, APL Research Scientist/Engineer 4, APL Ocean Scientist 4, APL Ocean Engineer 4, APL Autonomous System Operations and Control Scientist 4, APL Autonomous System Operations and Control Engineer 4, APL Medical Scientist 4, APL Medical Engineer 4. (job codes XXXX).

~~Effective each January September 1st, the salary/wage minimums ranges in the Table below will be adjusted by the percentage change of the salary/wage threshold for overtime exempt workers in Washington state.~~

- B. ~~Effective each January September 1st, the salary/wage minimum salary ranges in the Table below will be adjusted by the same percentage change of the respective across-the-board increases in Section 1 salary/wage threshold for overtime exempt workers in Washington state.~~

Section 3. Salary/Wage Setting Upon Promotion or Reclassification to a Job Class with a Higher Salary Range

~~Upon promotion or reclassification from one UAW-UW Research Scientist/Engineer A-4 position or UAW-UW APL to a new another UAW-UW Research Scientist/Engineer A-4 or UAW-UW APL position with a higher minimum salary/wage range, the affected employee shall receive a salary no less than the salary range minimum of the new job class and no higher than the salary range maximum at least a fourteen percent (14%) salary/wage increase unless they have received a permanent in-grade salary adjustment in the previous 12 months of at least fourteen percent (14%).~~

Section 4. Salary/Wage Setting Upon Lateral Movement

~~Movement to a different UAW-UW Research Scientist/Engineer A-4 or UAW-UW APL position in with the same job title salary grade range by transfer, rehire or through a recruitment process does not require or preclude a salary/wage adjustment. In no case will the employee's salary/wage be lower.~~

Section 5. Salary/Wage Setting Upon Voluntary Movement to a Job Title Class with a Lower Salary/Wage Minimum Range

An employee who voluntarily moves or is reclassified to a UAW-UW Research Scientist/Engineer A-4 or UAW-UW APL job class with a lower salary ~~grade title~~ range shall be paid a salary/wage no less than the salary range minimum of the new job ~~title class~~ and no higher than the salary range maximum of the new job class title. The Employer will consider equity and years of service in salary/wage placement. ~~If applicable, in the event of a movement to a lower title, no employee will receive a lower salary/wage than they had previously held in that title.~~

Section 6. Pay Increases

- ~~F. All employees shall receive a salary/wage increase of 6% retroactive to December 20, 2021.~~
- ~~G. Effective January 1, 2023 March 31, 2023, each employee will receive whichever is larger: an increase in pay to the new salary/wage floor for their position, or a 24% salary/wage increase. In subsequent years of the contract, each January 1st, all employees will receive a salary/wage increase equivalent to the percentage change of the salary/wage threshold for overtime exempt workers in Washington state.~~
- ~~H. Performance Raise: Following the completion of a performance review, any employee who meets or exceeds expectations will receive an in-grade raise of a minimum of 7%.~~
- A. In-grade Salary/wage Adjustments. The Employer, at its discretion, may approve ~~additional~~ in-grade salary/wage increases for any employee in the bargaining unit at any time, for the following reasons: a change in level of duties and responsibilities, meritorious performance with increased level of functioning, of retention, market competitiveness or retention, employment offer or active recruitment from outside of the University, or internal equity, job growth, or increased functioning.
- B. Increases for Entire Job Classes to Salary Ranges for Recruitment/Retention. The Employer may increase the salary/wage range of UAW-UW Research Scientist/Engineer A-4 or UAW-UW APL of job classes that are experiencing recruitment/retention problems, upon thirty (30) days' notice to the union and the opportunity for the union to bargain.
- C. Pay Exceeding Salary Range Maximum. The Employer may provide compensation to individual employees at rates above the maximum for their job class upon request by unit HR staff and approval by the UW HR Compensation Office.

Section 7. Pay for Teaching

In its sole discretion, the Employer may approve payment for teaching a for-credit course when the teaching is clearly in addition to the employee's regular bargaining unit duties. Teaching for-credit courses always requires a faculty appointment and should never be included as part of an employee's regular job duties. An employee who wishes to teach a for-credit course may do so, but only through a concurrent faculty appointment. Depending upon the duration and frequency of the teaching assignment, associated compensation will occur through Period Activity Pay or a shift of FTE from the employee's job classification to a separate and distinct faculty position. In addition, teaching for-credit courses requires Academic Human Resources approval in advance.

~~Payment Methods for Teaching. Payment for teaching may be provided either by~~

- ~~1. Excess Compensation, which is a one-time, lump sum payment; or~~
- ~~2. Period Activity Pay, which is a series of equal installments paid through the quarter during which the teaching occurs.~~

~~B. Teaching in the regular University curriculum should normally be included in an employee's regular work schedule.~~

~~C. The Chair or Dean (or designee) may approve payment for teaching when:~~

- ~~1. The request to teach is an exceptional circumstance;~~
- ~~2. The request is not expected to be repeated;~~
- ~~3. The teaching is clearly in addition to regular University duties; and~~
- ~~4. The activities cannot be accommodated by release time.~~

~~D. Teaching in for credit courses requires Academic Human Resources approval.~~

~~E. Payment Methods for Teaching. Payment for teaching may be provided either by~~

- ~~1. Excess Compensation, which is a one-time, lump sum payment; or~~
- ~~2. Period Activity Pay, which is a series of equal installments paid through the quarter during which the teaching occurs. All requests for period activity pay must be approved by the Chair or Dean (or designee) and the UW HR Compensation Office.~~

Section 8. Excess Compensation for Exceptional Circumstances

Under exceptional circumstances overtime exempt positions may qualify for "excess compensation" or "additional compensation" as determined by the employer for work that is not part of a position's regular duties, and that is typically performed outside of the employee's regular department. Excess compensation to employees for all University work that is not part of the position's regular duties may not exceed twenty five percent (25%) of the employee's regular annual salary/wage.

Section 9. Temporary Pay/Salary Increase (TPI)

An employee who for ~~five~~ ten (10) or more days is temporarily assigned additional duties at the same level or who is assigned additional higher level responsibilities shall receive a temporary pay increase of at least ~~seven~~ five percent (~~7~~ 5%) over their current salary. ~~A wage for same level duties and fourteen percent (14%) for higher level (i.e., duties belonging to a job classification in a higher salary range) responsibilities.~~ The temporarily assigned duties may be at the same level or at a higher level (i.e., duties belonging to a job classification in a higher salary range).

The pay increase will be retroactive to the first day of working the additional duties. An employee can choose to stop assuming those duties, at which point their TPI or TSI will stop.

- ~~A. Employees who complete work for their department, center, or group to advance the university's goals related to diversity, equity, and inclusion will be eligible for TPI or TSI.~~

Section 10. Administrative supplement Supplement

~~The An~~ administrative supplement is a lump sum amount added monthly to an employee's gross monthly salary/wage to recognize the assumption of ~~additional duties or~~ higher level administrative responsibilities. Only overtime exempt staff are eligible to receive administrative supplements.

~~B. Employees who complete work for their department, center, or group to advance the university's goals related to diversity, equity, and inclusion will be eligible for an administrative supplement.~~

Section 11. Retention payment

~~Retention payment is a lump sum payment outside of an employee's base pay to retain a key employee in their current position in order to meet critical and priority business needs.~~

~~A. Retention payments may be paid once every two years and cannot exceed 10% of the employee's full-time annualized salary/wage unless an exception is approved by the Vice President for Human Resources.~~

Section 12. Recruitment incentive (signing bonus)

~~Recruitment incentive payments are paid up to a maximum of \$10,000 unless an exception is approved by the Vice President for Human Resources.~~

Section 13. Period activity pay

Overtime exempt employees who take on additional duties; such as teaching for a quarter or employees who complete work for their department, center, or group to advance the university's goals related to diversity, equity, and inclusion or performing fieldwork, may receive additional pay for those duties equal to a total amount per quarter and paid out through Workday in equal installments for the duration of the assignment.

Section 14. Salary//wage Scale Placement

New Employees shall be placed on the wage scale in such a way that equity, diversity, and years of experience are taken into consideration.

Section 15. Sea and Remote Research Pay:

In recognition of hardships imposed during the performance of duty in remote field locations, the Employer shall may provide Sea and Remote Research pay (SRR) during a research cruise or trip. SRR is only paid to employees in overtime exempt classifications when qualifying conditions are met as determined by the Employer. SRR is defined as all working hours spent at a location or traveling to a location other than the employee's regular work location that does not allow the employee to be back to their regular work location or home within 12 hours of leaving the regular work location for purposes of meeting the responsibilities of the position, their professional goals, and/or demonstrating their research and creative abilities.

SRR pay is 15% of an employee's regular rate of pay paid for all hours worked in the field.

Employees working in SRR will be paid a minimum of 8 hours each workday in addition to field pay for all hours spent in the field. SRR may be offered in the form of additional pay, equivalent time off, or a combination of the two, upon mutual agreement.

Table 1. Research Scientist/Engineer Monthly and Annual Salary Minimums

Job Code	Job Title	Min. (monthly)	Min. (yearly)
XXXXX	RSE-A Research Scientist/Engineer Assistant	\$5,650	\$67,800
XXXXX	RSE-1 Research Scientist/Engineer 1	\$6,046	\$72,546
XXXXX	RSE-2 Research Scientist/Engineer 2	\$6,892	\$82,702
XXXXX	RSE-3 Research Scientist/Engineer 3	\$7,857	\$94,281
XXXXX	RSE-4 Research Scientist/Engineer 4	\$8,957	\$107,480

XXXXX	APL Research Scientist/Engineer Assistant (NE S 5)	\$5,650	\$67,800
XXXXX	APL Research Scientist/Engineer 1 (NE S 6)		
XXXXX	APL Research Scientist/Engineer 1 (E S 6)	\$6,046	\$72,546
XXXXX	APL Research Scientist/Engineer 2 (NE S 7)		
XXXXX	APL Research Scientist/Engineer 2 (E S 7)	\$6,892	\$82,702
XXXXX	APL Research Scientist/Engineer 3 (E S 8)		
XXXXX	APL Research Scientist/Engineer 3 (NE S 8)	\$7,857	\$94,281
XXXXX	APL Research Scientist/Engineer 4 (E S 9)		
XXXXX	APL Research Scientist/Engineer 4 (NE S 9)	\$8,957	\$107,480
XXXXX	APL Ocean Scientist Assistant (NE S 5)	\$5,650	\$67,800
XXXXX	APL Ocean Scientist 1 (NE S 6)		
XXXXX	APL Ocean Scientist 1 (E S 6)	\$6,046	\$72,546
XXXXX	APL Ocean Scientist 2 (NE S 7)		
XXXXX	APL Ocean Scientist 2 (E S 7)	\$6,892	\$82,702
XXXXX	APL Ocean Scientist 3 (E S 8)		
XXXXX	APL Ocean Scientist 3 (NE S 8)	\$7,857	\$94,281
XXXXX	APL Ocean Scientist 4 (E S 9)		
XXXXX	APL Ocean Scientist 4 (NE S 9)	\$8,957	\$107,480
XXXXX	APL Ocean Engineer Assistant (NE S 5)	\$5,650	\$67,800
XXXXX	APL Ocean Engineer 1 (NE S 6)		
XXXXX	APL Ocean Engineer 1 (E S 6)	\$6,046	\$72,546
XXXXX	APL Ocean Engineer 2 (NE S 7)		
XXXXX	APL Ocean Engineer 2 (E S 7)	\$6,892	\$82,702

XXXXXX	APL Ocean Engineer 3 (E-S-8)		
XXXXXX	APL Ocean Engineer 3 (NE-S-8)	\$7,957	\$94,281
XXXXXX	APL Ocean Engineer 4 (E-S-9)		
XXXXXX	APL Ocean Engineer 4 (NE-S-9)	\$8,957	\$107,480
XXXXXX	APL Autonomous System Operations and Control Scientist Assistant (NE-S-5)	\$5,650	\$67,800
	APL Autonomous System Operations and Control Scientist 1 (NE-S-6)		
XXXXXX	APL Autonomous System Operations and Control Scientist 1 (E-S-6)	\$6,046	\$72,546
	APL Autonomous System Operations and Control Scientist 2 (NE-S-7)		
XXXXXX	APL Autonomous System Operations and Control Scientist 2 (E-S-7)	\$6,892	\$82,702
	APL Autonomous System Operations and Control Scientist 3 (E-S-8)		
XXXXXX	APL Autonomous System Operations and Control Scientist 3 (NE-S-8)	\$7,957	\$94,281
	APL Autonomous System Operations and Control Scientist 4 (E-S-9)		
XXXXXX	APL Autonomous System Operations and Control Scientist 4 (NE-S-9)	\$8,957	\$107,480
XXXXXX	APL Autonomous System Operations and Control Engineer Assistant (NE-S-5)	\$5,650	\$67,800
	APL Autonomous System Operations and Control Engineer 1 (NE-S-6)		
XXXXXX	APL Autonomous System Operations and Control Engineer 1 (E-S-6)	\$6,046	\$72,546
	APL Autonomous System Operations and Control Engineer 2 (NE-S-7)		
XXXXXX	APL Autonomous System Operations and Control Engineer 2 (E-S-7)	\$6,892	\$82,702
	APL Autonomous System Operations and Control Engineer 3 (E-S-8)		
XXXXXX	APL Autonomous System Operations and Control Engineer 3 (NE-S-8)	\$7,957	\$94,281
	APL Autonomous System Operations and Control Engineer 4 (E-S-9)		
XXXXXX	APL Autonomous System Operations and Control Engineer 4 (NE-S-9)	\$8,957	\$107,480
XXXXXX	APL Medical Scientist Assistant (NE-S-5)	\$5,650	\$67,800

XXXXX	APL Medical Scientist 1 (NE S 6)		
XXXXX	APL Medical Scientist 1 (E S 6)	\$6,046	\$72,546
XXXXX	APL Medical Scientist 2 (NE S 7)		
XXXXX	APL Medical Scientist 2 (E S 7)	\$6,892	\$82,702
XXXXX	APL Medical Scientist 3 (E S 8)		
XXXXX	APL Medical Scientist 3 (NE S 8)	\$7,857	\$94,284
XXXXX	APL Medical Scientist 4 (E S 9)		
XXXXX	APL Medical Scientist 4 (NE S 9)	\$8,957	\$107,480
XXXXX	APL Medical Engineer Assistant (NE S 5)	\$5,650	\$67,800
XXXXX	APL Medical Engineer 1 (NE S 6)		
XXXXX	APL Medical Engineer 1 (E S 6)	\$6,046	\$72,546
XXXXX	APL Medical Engineer 2 (NE S 7)		
XXXXX	APL Medical Engineer 2 (E S 7)	\$6,892	\$82,702
XXXXX	APL Medical Engineer 3 (E S 8)		
XXXXX	APL Medical Engineer 3 (NE S 8)	\$7,857	\$94,284
XXXXX	APL Medical Engineer 4 (E S 9)		
XXXXX	APL Medical Engineer 4 (NE S 9)	\$8,957	\$107,480

Job Code	Job Profile	Minimum (monthly)	Maximum (monthly)
XXXXX	Research Scientist/Engineer Assistant (NE S 5)	\$3,424	\$7,251
XXXXX	Research Scientist/Engineer 1 (NE S 6)		
XXXXX	Research Scientist/Engineer 1 (E S 6)	\$3,667	\$7,765
XXXXX	Research Scientist/Engineer 2 (NE S 7)		
XXXXX	Research Scientist/Engineer 2 (E S 7)	\$4,470	\$9,465
XXXXX	Research Scientist/Engineer 3 (E S 8)		
XXXXX	Research Scientist/Engineer 3 (NE S 8)	\$5,218	\$11,051
XXXXX	Research Scientist/Engineer 4 (E S 9)		
XXXXX	Research Scientist/Engineer 4 (NE S 9)	\$6,467	\$13,694
XXXXX	APL Research Scientist/Engineer Assistant (NE S 5)	\$3,424	\$7,251
XXXXX	APL Research Scientist/Engineer 1 (NE S 6)		
XXXXX	APL Research Scientist/Engineer 1 (E S 6)	\$3,667	\$7,765
XXXXX	APL Research Scientist/Engineer 2 (NE S 7)		
XXXXX	APL Research Scientist/Engineer 2 (E S 7)	\$4,470	\$9,465
XXXXX	APL Research Scientist/Engineer 3 (E S 8)		
XXXXX	APL Research Scientist/Engineer 3 (NE S 8)	\$5,218	\$11,051

Job Code	Job Profile	Minimum (monthly)	Maximum (monthly)
XXXXX XXXXX	APL Research Scientist/Engineer 4 (E S 9) APL Research Scientist/Engineer 4 (NE S 9)	\$6,467	\$13,694
XXXXX	APL Ocean Scientist Assistant (NE S 5)	\$3,424	\$7,251
XXXXX XXXXX	APL Ocean Scientist 1 (NE S 6) APL Ocean Scientist 1 (E S 6)	\$3,667	\$7,765
XXXXX XXXXX	APL Ocean Scientist 2 (NE S 7) APL Ocean Scientist 2 (E S 7)	\$4,470	\$9,465
XXXXX XXXXX	APL Ocean Scientist 3 (E S 8) APL Ocean Scientist 3 (NE S 8)	\$5,218	\$11,051
XXXXX XXXXX	APL Ocean Scientist 4 (E S 9) APL Ocean Scientist 4 (NE S 9)	\$6,467	\$13,694
XXXXX	APL Ocean Engineer Assistant (NE S 5)	\$3,424	\$7,251
XXXXX XXXXX	APL Ocean Engineer 1 (NE S 6) APL Ocean Engineer 1 (E S 6)	\$3,667	\$7,765
XXXXX XXXXX	APL Ocean Engineer 2 (NE S 7) APL Ocean Engineer 2 (E S 7)	\$4,470	\$9,465
XXXXX XXXXX	APL Ocean Engineer 3 (E S 8) APL Ocean Engineer 3 (NE S 8)	\$5,218	\$11,051
XXXXX XXXXX	APL Ocean Engineer 4 (E S 9) APL Ocean Engineer 4 (NE S 9)	\$6,467	\$13,694
XXXXX	APL Autonomous System Operations and Control Scientist Assistant (NE S 5)	\$3,424	\$7,251
XXXXX XXXXX	APL Autonomous System Operations and Control Scientist 1 (NE S 6) APL Autonomous System Operations and Control Scientist 1 (E S 6)	\$3,667	\$7,765
XXXXX XXXXX	APL Autonomous System Operations and Control Scientist 2 (NE S 7) APL Autonomous System Operations and Control Scientist 2 (E S 7)	\$4,470	\$9,465
XXXXX XXXXX	APL Autonomous System Operations and Control Scientist 3 (E S 8) APL Autonomous System Operations and Control Scientist 3 (NE S 8)	\$5,218	\$11,051
XXXXX XXXXX	APL Autonomous System Operations and Control Scientist 4 (E S 9) APL Autonomous System Operations and Control Scientist 4 (NE S 9)	\$6,467	\$13,694
XXXXX	APL Autonomous System Operations and Control Engineer Assistant (NE S 5)	\$3,424	\$7,251
XXXXX XXXXX	APL Autonomous System Operations and Control Engineer 1 (NE S 6) APL Autonomous System Operations and Control Engineer 1 (E S 6)	\$3,667	\$7,765
XXXXX XXXXX	APL Autonomous System Operations and Control Engineer 2 (NE S 7) APL Autonomous System Operations and Control Engineer 2 (E S 7)	\$4,470	\$9,465

Job Code	Job Profile	Minimum (monthly)	Maximum (monthly)
<u>XXXXX</u> <u>XXXXX</u>	<u>APL Autonomous System Operations and Control Engineer 3 (E S 8)</u> <u>APL Autonomous System Operations and Control Engineer 3 (NE S 8)</u>	<u>\$5,218</u>	<u>\$11,051</u>
<u>XXXXX</u> <u>XXXXX</u>	<u>APL Autonomous System Operations and Control Engineer 4 (E S 9)</u> <u>APL Autonomous System Operations and Control Engineer 4 (NE S 9)</u>	<u>\$6,467</u>	<u>\$13,694</u>
<u>XXXXX</u>	<u>APL Medical Scientist Assistant (NE S 5)</u>	<u>\$3,424</u>	<u>\$7,251</u>
<u>XXXXX</u> <u>XXXXX</u>	<u>APL Medical Scientist 1 (NE S 6)</u> <u>APL Medical Scientist 1 (E S 6)</u>	<u>\$3,667</u>	<u>\$7,765</u>
<u>XXXXX</u> <u>XXXXX</u>	<u>APL Medical Scientist 2 (NE S 7)</u> <u>APL Medical Scientist 2 (E S 7)</u>	<u>\$4,470</u>	<u>\$9,465</u>
<u>XXXXX</u> <u>XXXXX</u>	<u>APL Medical Scientist 3 (E S 8)</u> <u>APL Medical Scientist 3 (NE S 8)</u>	<u>\$5,218</u>	<u>\$11,051</u>
<u>XXXXX</u> <u>XXXXX</u>	<u>APL Medical Scientist 4 (E S 9)</u> <u>APL Medical Scientist 4 (NE S 9)</u>	<u>\$6,467</u>	<u>\$13,694</u>
<u>XXXXX</u>	<u>APL Medical Engineer Assistant (NE S 5)</u>	<u>\$3,424</u>	<u>\$7,251</u>
<u>XXXXX</u> <u>XXXXX</u>	<u>APL Medical Engineer 1 (NE S 6)</u> <u>APL Medical Engineer 1 (E S 6)</u>	<u>\$3,667</u>	<u>\$7,765</u>
<u>XXXXX</u> <u>XXXXX</u>	<u>APL Medical Engineer 2 (NE S 7)</u> <u>APL Medical Engineer 2 (E S 7)</u>	<u>\$4,470</u>	<u>\$9,465</u>
<u>XXXXX</u> <u>XXXXX</u>	<u>APL Medical Engineer 3 (E S 8)</u> <u>APL Medical Engineer 3 (NE S 8)</u>	<u>\$5,218</u>	<u>\$11,051</u>
<u>XXXXX</u> <u>XXXXX</u>	<u>APL Medical Engineer 4 (E S 9)</u> <u>APL Medical Engineer 4 (NE S 9)</u>	<u>\$6,467</u>	<u>\$13,694</u>