



# Salary Conversion Table

CONVERSION TABLE		
EXEMPT ACADEMIC STAFF AND LIMITED APPOINTEES		
FROM	TO	Use
A-Basis	C-Basis	Rate * (9/11)
A-Basis	H-Basis	Rate / 2080
C-Basis	A-Basis	Rate * (11/9)
C-Basis	H-Basis	Rate / 2080 * (11/9)
H-Basis	A-Basis	Rate * 2080
H-Basis	C-Basis	Rate * 2080 * (9/11)

C-basis is defined as 273 days or 39 contiguous weeks (7 days a week).  
 (The conversion denominator of 11 takes into consideration the one-month vacation granted annual appointments.)

All hourly rates are rounded up to two decimals.

\*Source: [Salary & Fringe Benefit Calculations for Unclassified Staff](#)

CONVERSION TABLE		
NONEXEMPT BIWEEKLY ACADEMIC STAFF AND LIMITED APPOINTEES		
FROM	TO	Use
Exempt A-Basis	Nonexempt H-Basis	Rate / 2080
Exempt C-Basis	Nonexempt H-Basis	Rate / 1560
Nonexempt H-Basis	Exempt A-Basis	Rate * 2080
Nonexempt H-Basis	Exempt C-Basis	Rate * 1560

Nonexempt biweekly academic staff or limited appointments are compensated for 40 hours per week. The actual hours worked for a nonexempt C-basis staff member is 1560 (39 weeks x 40 hours) not the 1702 hours that the exempt C-basis conversion [2080 \*(9/11)] yields.

All hourly rates are rounded up to two decimals.

**Example of the difference between exempt C-basis conversion and nonexempt C-basis conversion:**

C-basis salary: **\$35,000**

Using the **exempt** conversion rate above, the hourly rate would be:

$$\$35,000/2080*(11/9) = \$20.57/\text{hour}$$

$$\text{C-basis compensation would be } \$20.57/\text{hour} * 40 \text{ hours} * 39 \text{ weeks} = \mathbf{\$32,089}$$

Using the **nonexempt** conversion rate above, the hourly rate would be:

$$\$35,000/1560 = \$22.44/\text{hour}$$

$$\text{C-basis compensation would be } \$22.44/\text{hour} * 40 \text{ hours} * 39 \text{ weeks} = \mathbf{\$35,006}$$

