

ARTICLE 5 COMPENSATION

A. GENERAL PROVISIONS

1. Effective date of pay increases —Pay increases shall be effective on the first full biweekly or monthly pay period on or after the effective date.
2. **Pay Rates** - The applicable pay rates are reflected on the Corporate Title Code System Lookup (TCS) at:
<https://tcs.ucop.edu/tcs/jsp/homePage.htm>. In the event this web page expires and is replaced by a new title code system and corresponding web page, the University will provide thirty (30) calendar days' notice to union advising where such title code and pay information can be found online. The parties recognize that the actual pay rates paid to employees may slightly vary due to rounding.
3. **Range Adjustments**
 - a. When applying a range adjustment to ranges with steps, the adjustment shall apply equally to all steps within the range. The resultant step salary shall apply to all employees on the step.
 - b. Except as provided in Section C.2. and C.5., employees within the salary range who are not eligible for the full amount of the within range increase, or who are situated above the range, shall be compensated as follows:

The amount above the range shall be paid in a one-time, non-base building lump sum and coded in the payroll system as covered compensation.
 - c. No employee shall be paid less than the salary range minimum.
4. **Order of Increases:** If more than one pay adjustment takes place on the same date, actions occur in the following order:
 - a. Across the board salary range adjustment;
 - b. Equity adjustments;
 - c. Individual employee step increase;
 - d. Pay action resulting from promotion, reclassification, transfer, or demotion.
5. All provisions in this article applicable to career employees shall apply equally to limited appointment employees, unless otherwise specified.
6. **Eligibility:** In addition to any specific requirements indicated below related to any particular increase, to be eligible for pay increases, employees

must be in the unit on the effective date of the increase as well as on the date of payout.

B. ACROSS THE BOARD PAY INCREASES YEAR 2019 (except at LBNL)

1. University shall increase pay rates in the unit by five percent (5%) effective July 1, 2019 for monthly paid employees and July 14, 2019 for bi-weekly paid employees, except as otherwise noted in Section B.1.a. and titles at USCF other than those identified in Section B.3.
 - a. Employees in the Counseling Psychologist series (TCs 9558 and 9559) at all locations, shall receive a two percent (2%) increase effective July 1, 2019 for monthly paid employees and July 14, 2019 for bi-weekly paid employees, in lieu of the increase listed in B.1 above.
2. In addition to the increases described in Section B.1. above, the following equity increases and salary structure adjustments shall be provided to classifications at the locations listed below:

DAVIS		
7875	CHILD LIFE SPEC 1 NEX	5% equity
7874	CHILD LIFE SPEC 2 NEX	5% equity
9368	CHILD LIFE SPEC 1 PD	5% equity
7894	GENETIC CNSLR 3 EX	Eliminate bottom 1 step; add 1 step to top of range
7929	OCCUPATIONAL THER 1 NEX	Add 2 steps to the top of the range
7928	OCCUPATIONAL THER 2 NEX	Add 2 steps to the top of the range
7945	PHYS THER 1 NEX	Add 2 steps to the top of the range
7963	STAFF PHARMACIST 1 NEX	Eliminate bottom step and add 1 step at the top with 3% equity
8938	CLIN LAB SCI SPECIALIST, SR	3% equity
8955	CYTO TECH	3% equity
8954	CYTO TECH SR	3% equity
8997	CYTO TECH SR PD	3% equity
8998	CYTO TECH PD	3% equity
9203	PHYSICIAN ASST	5% equity. Eliminate bottom 3 steps; add 3 steps to top of range.
9204	PHYSICIAN ASST PER DIEM	5% equity
IRVINE		
7867	Audiologist EX	17% equity
7866	Sr Audiologist EX	14% equity
9314	Clinical Social Worker	3% equity
9313		

9004	Nuclear Medicine Technologist	2% equity
7870	Case Manager EX	Add 5 steps to the top of the salary range
9314 9313 7890	Clinical Social Workers	Add 5 steps to the top of the salary ranges
8940 8939 8938	Clinical Lab Scientists	Add 5 steps to the top of the salary ranges
7932 9247	Pharmacists	Add 4 steps to the top of the salary ranges
9355 9356	Medical Interpreters	Add 5 steps to the top of the salary ranges
9004	Nuclear Medicine Technologist	Add 5 steps to the top of the salary range
7944 7943 7928 7927 9472	Physical, Occupational, Speech Therapists Levels 2, 3 and Sr only	Add 5 steps to the top of the salary ranges
5426 5424	Dietitians	Add 10 steps to the top of the salary ranges for Dietitians
9202	Sr Physician Assistant	Eliminate bottom step and add steps to the top of the salary range, resulting in 24 steps
7868 7866 7869 7867	Sr Audiologist NEX Senior Audiologist EX Audiologist NEX Audiologist EX	Change title code designation of current Sr Audiologist NEX (TC 7868) to Senior Audiologist EX (TC 7866) and Audiologist NEX (TC 7869) to Audiologist EX (TC 7867)
7961	Speech Pathologist NEX	Remove Steps 11 and 12
9003	Senior Nuclear Medicine Technologist	Utilize 15 step range. Movement to Sr title based upon certification/licensure.
LOS ANGELES		
7899 7898 7897 9289	Genetic Counselors	5% equity
9355 9356 9357	Medical Interpreters	0.5% equity
9240 9241	Hospital Radiation Physicists	2.5% equity
9202 9203	Physician Assistants	15% equity Add 1 step to the top of the salary ranges.
SAN DIEGO		
9003 9006	Nuc Med Tchno Sr Nuc Med Tchno Sr PD	9% range adjustment and pay increase
7870	Case Mgr EX	Add 2 steps to top of range
9203 9204	Physcn Ast Physcn Ast PD	10% range adjustment and pay increase

9202	Physcn Ast Sr	
7929	Occupational Ther 1 NEX	Salary range for OCCUPATIONAL THER 1 NEX (TC 7929) to mimic Physical Therapist 1 (approx 17% range adjustment)
7928	Occupational Ther 2 NEX	Salary range for OCCUPATIONAL THER 2 NEX (TC 7928) to mimic Physical Therapist 2 (approx 10% range adjustment)
7961	Speech Pathologist NEX	Salary range for SPEECH PATHOLOGIST NEX (TC 7961) to mimic Physical Therapist 1 (approx 14% range adjustment)
9408	Speech Pathologist Sr NEX	Salary range for SPEECH PATHOLOGIST SR NEX (TC 9408) to mimic Physical Therapist 2 (approx 3.4% range adjustment)
8940 8957 8956 8939 8959 8938	Clinical Lab Scientists	Increase night shift differential from \$3.00 to \$4.25
8954 8997	Cytotechnologists	Increase night shift differential from \$3.00 to \$4.25
9297 9250 7933 9249	Pharmacists	Increase night shift differential from \$3.75 to \$5.00
9249	Pharmacist PD	Increase to \$69.31
9250	Pharmacist 2 PD	Increase to \$78.01
7932	Pharmacist Sr EX	Increase range by 3% eliminate 10 steps from bottom of range; add 2 steps to top of range (see chart and placement grid)
7963	Stf Pharmacist 1 NEX	Remove step 3 & 10.6% range adjustment and pay increase
9247	Stf Pharmacist 2	Increase range by 5.8% Eliminate 10 steps from bottom of range; add 5 steps to top of range (see chart and placement grid)
BERKELEY		
8939 8940	Clinical Lab Scientist Specialist Clinical Lab Scientist	Eliminate bottom 15 steps and add 15 steps to the top of the salary ranges
7962	Staff Pharmacist I EX	Eliminate bottom 4 steps and add 4 steps to the top of the salary range
7890 9314	Clinical Social Worker 1 EX Clinical Social Worker 2	Eliminate bottom 3 steps and add 3 steps to the top of the salary ranges
9313	Clinical Social Worker 3	Eliminate bottom 6 steps and add 10 steps to the top of the salary range
9383	Psychologist 2	Eliminate bottom 4 steps and add 4 steps to the top of the salary range
8956	Clinical Lab Scientist Per Diem	Increase hourly rate from \$44.54 to \$51.11
SANTA CRUZ		
9240	Physician Assistant PD	Increase hourly rate to \$69.10

3. **For UCSF Only**

Effective July 1, 2019 for monthly paid employees and July 14, 2019 for bi-weekly paid employees, specific range adjustments and pay increases for selected classifications during the first year of the agreement are provided in lieu of the first year increases. This includes the 5% across the board increase at ratification, the within range step at ratification, and the January 2020 step increases provided to other employees during the first year of the contract. These specific range adjustments and pay increases listed in as Appendix "A".

UCSF and UPTe have also agreed to individual increases and step placements for specific employees as identified in Attachments A1-A8. The University and UPTe maintain a signed original copy of this document in case any questions arise concerning its contents.

Employees in titles not listed in Appendix "A", and/or not listed in Attachments A1-A8, are eligible for the across the board increase on July 1, 2019 for monthly paid employees, and July 14, 2019 for bi-weekly paid employees, as outlined in Section B.1., above.

4. **Years 2020, 2021, 2022, 2023, and 2024, Except LBNL**

Effective July 1 of each year, the University will increase all pay rates in the unit; by three percent (3%) by applying the provisions of Section A.3. above.

C. INDIVIDUAL STEP INCREASES

1. **Initial Step Increases (2019)**

Except as otherwise noted below, for UCSF and those employees at UCLA on experienced based titles/series, non-probationary career employees who have earned a rating of satisfactory or better on their most recent performance evaluation preceding July 1, 2019, in accordance with local merit review programs, will receive a one-step within range increase effective July 1, 2019 for monthly paid employees and July 14, 2019 for bi-weekly paid employees.

2. **Lump Sum Payments**

For non-probationary career employees who:

- a. are in a title code that is eligible for a lump sum; and
- b. who have earned a rating of satisfactory or better on their most recent performance evaluation; and
- c. who are at the range maximum;

Shall be provided a 2% non-base building lump sum the first full biweekly or monthly pay period on or after January 1, 2020, and each January thereafter, until the end of the contract. The lump sum amount shall be paid in a one-time, non-base building, UCRP covered compensation, lump sum and coded in the payroll system as covered compensation.

3. UCLA Experienced Based Titles/Series

- a. Effective July 1, 2019 for monthly paid employees and July 14, 2019 for bi-weekly paid employees, non-probationary career employees in experienced-based titles/series at UCLA who currently are not on the appropriate step based upon eligibility requirements shall be moved to the appropriate step and paid accordingly from that point forward. These titles/series are listed in Appendix "I".
- b. Those employees listed in Appendix "I" shall receive step increases in accordance with Section C.3.a.

4. UCSF Only

Employees at UCSF shall receive the within range step increase at ratification as well as the within range step increase provided in January 2020 unless noted below. UCSF employees in the following classifications become eligible for annual within range step increases beginning January 1, 2021.

- a. Employees at UCSF in the following classifications are eligible for the within range step increase effective January 2020

Eligible for Step Increase in Jan 2020
Clinical Lab Scientists
Nuc Med Techs
CNSLNG PSYCHOLOGIST
Cyto Technologists
All Other HX Titles (non-PD) excluding those listed below which are eligible for step increase starting Jan 2021

- b. Campus-based employees at UCSF in the following classifications are eligible for the within range step increase starting in January 2020.

Campus-based employees eligible for Step Increase in Jan 2020
Physician Assistants (Title Codes: 9202, 9203)
Clinical Social Workers 1, 2, 3 (Title Codes: 7890, 9314, 9313)
Social Work Associate and Assistant Social Work Assoc (Title Codes: 9342, 9341)
Psychologists (Title Codes: 9384, 9383)

- c. Employees at UCSF in the following classifications are eligible for within step increases starting January 1, 2021.

Eligible for Step Increase in Jan 2021 (plus all TCs above)
Genetic Counselors
Case Managers
Speech Pathologists
Occupational Therapist
Physical Therapist
Recreational Therapist
Child Life Specialist
Child Life Teachers
Staff Pharmacist 1, 2
Recreational Therapist 3
Social Work Associate
Social Work Associate Assist
Clinical Social Workers 1, 2, 3
Physician Assistant
Senior Physician Assistant
Psychologist 1
Psychologist 2
Hosp Radiation Physicists & Assist
Music Therapist

5. Subsequent Years (2020, 2021, 2022, 2023, 2024)

- a. Non-probationary career employees who have earned a rating of satisfactory or better on their most recent performance evaluation preceding the effective date of the increase, will receive a one-step within range increase. The step increase will be effective the first full pay period each January, except for employees in experience

based titles/series as indicated in section C.3. above and except for those at UCSF in year 2020 as referenced in section C.4. above.

- b. Non-probationary career employees in experience-based titles/series are eligible for a one-step within-range increase based on experience as of January 1 each year. Employees who are eligible must have a rating of satisfactory or better on their most recent performance evaluation preceding the effective date of the increase.
- c. Non-probationary career employees on experienced based steps will proceed to the next step provided they have attained the requisite number of years associated with the next step as of January 1 of the step movement of that year.
- d. Lump Sum Payments: For non-probationary career employees who:
 - (1). are in a title code that is eligible for a lump sum; and
 - (2). who have earned a rating of satisfactory or better on their most recent performance evaluation; and
 - (3) who are at the range maximum;

Shall be provided a 2% non-base building lump sum the first full biweekly or monthly pay period on or after January 1, 2020, and each January thereafter, until the end of the contract. The lump sum amount shall be paid in a one-time, non-base building, UCRP covered compensation, lump sum and coded in the payroll system as covered compensation.

D. OTHER INCREASES

- 1. The University may increase pay rates, pay ranges, shift differentials, on-call rates and/or extend the coverage of such rates for selected classes at selected locations.
- 2. The University may adjust steps during the life of the agreement.
- 3. The University shall notice the local UPTe office a minimum of thirty (30) calendar days prior to implementing the adjustments referenced in Sections 1 & 2 above.
- 4. Union and/or employee requests for market equity review shall be submitted in writing to the appropriate local office and shall include:
 - a. The specific name(s) and classifications of the individuals to be reviewed;
 - b. The data upon which the equity adjustment is being requested.

5. The University shall notice the local UPTe office a minimum of thirty (30) calendar days prior to implementing adjustments that may be granted pursuant to employee requests.
6. Decisions to either grant or deny market equity increases shall be at the sole, non-grievable discretion of the University.

E. RECLASSIFICATION / PROMOTION

Upon upward reclassification and/or promotion, an employee shall receive a pay increase of at least four percent (4%), then to the next higher step (if between steps) or two steps and at least to the new range minimum.

F. BONUS AND INCENTIVE AWARDS

The University shall have the sole, non-grievable right to establish, continue, modify or abolish campus/hospital/laboratory incentive award programs.

G. LAWRENCE BERKELEY NATIONAL LABORATORY

In the event the University resumes work that was previously performed by HX employees at LBNL, the parties will meet and confer over pay rates to be implemented for employees at LBNL.