

**UCSD 2014 - 2015 Salary Program Summary**  
**August 2014**

*Note: The purpose of this document is to attempt to condense complex terms that deal with wages from various UCSD contracts into a simplified overall summary. Where the contract language differs from this document, the contract language governs.*

**CUE Clerical Unit (CX)**

**Previous Wage Increase**

**2007-2008**

07/01/07 Wage Implementation. Evening and Night Shift Differential rates were increased \$0.10 per hour.

10/01/07 Wage Implementation. A 4.5% wage increase was implemented. Rates (steps) were adjusted and all CX employees were eligible for the increase. Two half-steps were added to the top of each range for all classifications except the Library Assistant series.

**2008-2009:** none.

**2009-2010:** none. A Temporary Layoff Program effective February 2010 through January 2011 was implemented.

**2010-2011:** Contract expired 9/30/08.

**2011-2012:**

02/01/12 Wage Implementation. A 3% range adjustment and one (1) step increase. Lump sum pay in lieu of retro.

04/01/12 Wage Implementation. Minimum salary requirement of \$13.70.

**2012-2013:**

07/01/12 Wage Implementation. A 3% range adjustment and one (1) step increase for those employees with 10-20 years of UC service or two (2) steps for employees with over 20 years of UC service.

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04/01/13 Wage Implementation. Minimum salary requirement of \$14.22.

**2013-2014:**

07/01/13 Wage Implementation. A 3% range adjustment was implemented for all CX employees in the bargaining unit on the effective date of the compute.

01/01/14 Wage Implementation. One (1) Step Increase was implemented.

**2014-2015**

07/01/14 Wage Implementation implemented. A 3% range adjustment and one (1) step increase for those employees with 10-20 years of UC service or two (2) steps for employees with over 20 years of UC service.

**Link to Collective Bargaining Agreements:**

<http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html>

(see CX Contract Article 45 Wages)

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**AFSCME Patient Care Technical Unit (EX)**

**Previous Wage Increase**

**2009-2010:**

07/01/09 Wage Implementation. A 2.5% wage increase was implemented. Rates (steps) were adjusted and all EX employees were eligible for the increase. Within-range employees received a one-step increase.

01/01/10 Wage Implementation. A 3% wage increase was implemented. Rates (steps) were adjusted and all EX employees were eligible for the increase.

03/01/10 Wage Implementation. EX employees were placed on their final experience-based step.

**2010-2011:**

07/01/10 Wage Implementation. Within-range employees received a one-step increase.

01/01/11 Wage Implementation. A 3% wage increase to be implemented. Rates (steps) adjusted and all EX employees eligible for the increase. NOT IMPLEMENTED – ON HOLD.

**2011-2012:**

07/01/11 Wage Implementation. One (1) step increase

11/01/11 Wage Implementation. A 3% range adjustment was implemented. Lump sum payment for the remaining portion of the 3% increase for those employees at, near or above the maximum of the range. Lump sum payment in lieu of retro for period between January 1, 2011 and the last day of the pay period prior to the implementation of the 3% salary range increase.

01/01/12 Wage Implementation. A 3% range adjustment was implemented.

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#### **2012-2013:**

07/01/12 Wage Implementation. One (1) step increase.

10/01/12 Wage Implementation. Minimum salary requirement of \$14.50/hr. Title codes affected are 8905, 8911, 8912, 8993, 9033, 9253, 9254 & 9267. Any employee in the unit at the time of ratification must be paid at least \$15.00/hr.

#### **2013-2014:**

07/07/13 Wage Implementation. One (1) step advancement for all EX employees within range and in the bargaining unit on the effective date and the date of the compute will receive step advancement to be implemented.

10/01/13 Wage Implementation. 1.5% range adjustment implemented.

05/11/14 Wage Implementation. 4.5% range adjustment to be implemented. Lump Sum Ratification Signing Bonus – A one-time, non-base building lump sum based on 3% of the actual earnings covering the period of April 1, 2013 through March 31, 2014.

#### **2014-2015**

07/06/14 Wage Implementation. One (1) step advancement for all EX employees within range and in the bargaining unit on the effective date and the date of the compute will receive step advancement to be implemented.

05/01/15 Wage Implementation. 4% range adjustment will be implemented.

#### **Link to Collective Bargaining Agreements:**

<http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html>

(see EX Contract Article 42 Wages)

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**UPTE Health Care Professional Unit (HX)**

**Previous Wage Increase**

**2008-2009:**

7/1/08 Wage Implementation. Career nonprobationary HX employees received a one-step merit increase, based on satisfactory (solid) or better performance. The first round of experience-based step placement was implemented, and employees were eligible to advance up to two additional steps.

1/1/09 Wage Implementation. HX employees who were below their experience step received a one-step advancement.

6/1/09 Wage Implementation. HX employees were placed on their final experience-based step.

**2009-2010:** none.

**2010-2011:**

12/1/10 Wage Implementation. A 2% wage increase was implemented. Rates (steps) were adjusted and all HX employees were eligible for the 2% increase. Career non-probationary employees were also eligible for a step advancement, based on satisfactory (solid) or better performance.

5/1/11 Wage implementation. A 1% wage increase was implemented.

**2011-2012: - ON HOLD UNTIL FURTHER NOTICE FROM UCOP**

7/1/11 A one (1) step increase for non-probationary employees with satisfactory or better rating. Lump sum payment for employees at or above the top step.

1/1/12 Wage Implementation. A 6% wage increase implemented and \$100 stipend per week for eligible exempt employees; \$25 stipend per week for eligible exempt employees. All HX step structures to have 15 steps.

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**2012-2013 ON HOLD UNTIL FURTHER NOTICE FROM UCOP**

1/1/13 Wage Implementation. A 4% wage increase was be implemented.

**2013-2014**

1/1/14 Wage Implementation. A 5.5% wage increase was implemented. One (1) Step increased was processed. Lump sum payment for employees at, near or above the maximum of the range for remaining portion of 2% increase. Sr. Dietitians & Dietitians 2 placed on initial step based upon experience.

**2014-2015**

1/1/15 Wage Implementation. A 2% wage increase range adjustment and one (1) step advancement will be implemented.

**Link to Collective Bargaining Agreements:**

<http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html>

(see HX Contract Article 5 Compensation)

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**SETC Skilled Crafts Unit (K6)**

**Previous Wage Increase**

**2009-2010:**

10/01/09 Wage Implementation. Market equity increases ranging from 2.5% to 3.5% were granted.

**2010-2011:**

10/01/10 Wage Implementation. A 3% market equity increase was granted.

**2011-2012:** None

**2012-2013:**

07/01/12 Wage Implementation. Merit step increase.

10/01/12 Wage Implementation. A 3% range adjustment to be implemented.

03/01/13 Wage Implementation. A 3% range adjustment to be implemented.

**2013-2014:**

07/01/13 Wage Implementation. A 3% range adjustment was implemented for all K6 employees who were on payroll on the effective date and date of compute.

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**2014-2015**

**07/01/14** Wage Implementation. A 2.5% range adjustment was implemented for all K6 employees who were on payroll on the effective date and date of compute.

**Link to Collective Bargaining Agreements:**

<http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (See K6 Contract Article 43 Wages)



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**CNA Nurses Unit (NX)**

**Previous Wage Increase**

**2009-2010:**

07/01/09 Wage Implementation. A within-range one-step increase was granted to NX employees.

**2010-2011:**

07/01/10 Wage Implementation. A within-range one-step increase was granted to NX employees.

09/01/10 Wage Implementation. A 2% wage increase was implemented. NX rates (steps) were adjusted and all NX employees will be eligible for the increase.

06/01/11 Wage Implementation. A 3% wage increase was implemented. Night shift differential increased from \$3.85 to \$4.00 per hour

**2011-2012:**

07/01/11 One (1) step increase for employees on steps 1-14. Employees at steps 15 and 16 to be reviewed for possible step increase if eligible based on years of UC experience.

02/01/12 Wage Implementation. A 4% wage increase implemented.

**2012-2013:**

07/01/12 Wage Implementation. A within range one step increase will be granted to NX employees. Step 18 added to range for nurses with 25 years of experience and 20 years of UC service.

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02/01/13 Wage Implementation. A 4% wage increase will be implemented.

#### **2013-2014:**

07/07/13 Wage Implementation was implemented for all NX on a step structure. One (1) step increase for employees on steps 1-14. Employees at steps 15, 16 and 17 to be reviewed for possible step increase if eligible based on years of UC experience.

01/01/14 Wage Implementation. A 4% wage increase was implemented.

#### **2014-2015:**

07/06/14 Wage Implementation was implemented for all NX on a step structure. One (1) step increase for employees on steps 1-14. Employees at steps 15, 16 and 17 to be reviewed for possible step increase if eligible based on years of UC experience.

01/01/15 Wage Implementation. A 4% wage increase will be implemented.

#### **Link to Collective Bargaining Agreements:**

<http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html>

(See NX Contract Article 40 Compensation)

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**FUPOA Police Unit (PA)**

**Previous Wage Increase**

**2008-2009:**

10/01/2008 Wage Implementation. An 8% wage increase was implemented. Rates (steps) were adjusted and all PA employees were eligible for the increase. PA employees were eligible for merit step increases, in accordance with the modified merit eligibility rules. A new longevity step was implemented and POST certification pay increased \$50.

**2009-2010:** None

**2010-2011:** Salary increases frozen through 06/30/11.

**2011-2012:**

07/01/11 lump sum payment of \$100 per month for 15 months for officers who have been at step 5 or above for 12 months or more.

**2012-2013:** None

**2013-2014:**

**1/10/13** – Wage Implementation. A 3% wage increase was implemented. One time lump sum payment that was non base building of \$2500 was also paid.

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#### 2014-2015

**06/22/14** – Wage Implementation. 1) A 3% wage increase was implemented. 2) Longevity Step: The collective bargaining agreement provides for a longevity step increase as applicable. Officers shall be eligible for movement to a longevity step 4% above the top step of the Officer pay range contingent upon satisfaction of the following criteria: a) 10 years or more continuous active sworn UC experience; and b) Minimum 1 year at top step with a current satisfactory or better performance evaluation.

**06/22/15** Wage Implementation. A 3% wage increase will be implemented.

#### **Link Collective Bargaining Agreements:**

<http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html>

(see PA Contract Article 30 Wages)

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**UPTE Research Unit (RX)**

**Previous Wage Increase**

**2007-2008:**

07/01/07 Wage Implementation. Evening and Night Shift Differential rates were increased \$0.15 per hour.

10/01/07 Wage Implementation. A 3.8% wage increase was implemented. Rates (steps) were adjusted and all RX employees were eligible for the increase.

01/01/08 Wage Implementation. Career nonprobationary RX employees were eligible for a one-step merit increase, based on satisfactory (solid) or better performance.

**2008-2009:** None

**2009-2010:** None

**2010-2011:**

07/01/10 Wage Implementation. A \$1,000 lump sum payment, prorated by the appointment percentage, was paid to eligible RX employees.

10/01/10 Wage Implementation. A 2.5% wage increase was implemented. Rates (steps) were adjusted and all RX employees were eligible for the increase.

01/01/11 Wage Implementation. Career non-probationary RX employees were eligible for a one-step merit increase, based on satisfactory (solid) or better performance.

04/01/11 Wage Implementation. A .5% wage increase was implemented. Rates (steps) were adjusted. Lump sum payment in lieu of retro.

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**2011-2012:**

10/01/11 Wage Implementation. A 3% wage increase was implemented.

01/01/12 Wage Implementation. One merit step increase was implemented.

**2012-2013:**

10/01/12 Wage Implementation. A 3% wage increase will be implemented.

01/01/13 Wage Implementation. One merit step increase will be implemented.

**2013-2014:**

01/01/14 Wage Implementation. A 4% wage increase was implemented. Lump Sum Payment Ratification Signing Bonus of \$100.

**2014-2015:**

10/1/14 Wage Implementation. A 3% wage increase will be implemented.

**Link to Collective Bargaining Agreements:**

<http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html>

(See RX Contract Article 6 Compensation)

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**AFSCME Service Unit (SX)**

**Previous Wage Increase**

**2009-2010:**

07/01/09 Wage Implementation. A 1% wage increase was implemented. The SX ranges were adjusted by 1%, and all SX employees were eligible for the increase. A \$12.00 minimum rate was implemented.

10/01/09 Wage Implementation. A 3% across-the-board increase and a new experience-based step structure with a \$12.50 minimum rate were implemented.

**2010-2011:**

10/01/10 Wage Implementation. A 3% wage increase was implemented. Rates (steps) were adjusted and all SX employees were eligible for the increase. A new \$13.00 minimum rate was implemented.

**2011-2012:**

07/01/11 Wage Implementation. One Step increase for non-probationary career employees within the range. Additional step for eligible employees.

11/01/11 Wage Implementation. A 3% increase was implemented. Minimum salary increased from \$13.00 to \$13.70. Lump sum payment for employees at, near or above the maximum of the range for remaining portion of 3% increase. Lump sum in lieu of retro.

**2012-2013:**

07/01/12 Wage Implementation. Merit step increase. Additional step for eligible employees.

10/01/12 Wage Implementation. A 3% wage increase will be implemented. Minimum salary to \$14.42.

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#### **2013-2014:**

07/07/13 Wage Implementation One step increase was implemented for all non-probationary SX employees who were within range and who were in the bargaining unit on the effective date and date of the compute. No lump sum for employees at the top of the range. Additional step for eligible employees.

05/11/14 Wage Implementation. 4.5% range adjustment to be implemented. Lump Sum Ratification Signing Bonus of \$200.

#### **2014-2015:**

07/01/14 Wage Implementation. 4.5% range adjustment was implemented and one step increase was implemented for all non-probationary SX employees who were within range and who were in the bargaining unit on the effective date and date of the compute. No lump sum for employees at the top of the range

#### **Link Collective Bargaining Agreements:**

<http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html>

(see SX Contract Article 41 Wages)



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**UPTE Technical Unit (TX)**

**Previous Wage Increase**

**2007-2008:**

07/01/07 Wage Implementation. Evening and Night Shift Differential rates were increased \$0.15 per hour.

10/01/07 Wage Implementation. A 3.7% wage increase was implemented. Rates (steps) were adjusted and all TX employees were eligible for the increase.

01/01/08 Wage Implementation. Career nonprobationary TX employees were eligible for a one-half step merit increase, based on satisfactory (solid) or better performance.

**2008-2009:** None

**2009-2010:** None.

**2011-2012:**

10/01/11 Wage Implementation. A 3% wage increase was implemented.

01/01/12 Wage Implementation. One half step merit increase was implemented.

**2012-2013:**

10/01/12 Wage Implementation. A 3% wage increase will be implemented.

01/01/13 Wage Implementation. A one half step merit increase will be implemented.

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#### **2013-2014:**

01/01/14 Wage Implementation. A 4% wage increase was implemented. Lump Sum Ratification Signing Bonus of \$100. On call rate increased to \$5.00. LATG Certification pay increased to \$100.

#### **2014-2015:**

10/1/14 Wage Implementation. A 3% wage increase will be implemented.

#### **Link to Collective Bargaining Agreements:**

<http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html>

(see TX Contract Article 6 Compensation)

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**Policy Covered Employees (Unit 99)**

**Previous Wage Increase**

**2007-2008:**

10/1/07 Merit Program. A merit program was implemented for career, nonprobationary policy-covered employees. The merit pool was funded at 4.0%.

10/1/07 Equity/Parity Program. A special equity/parity program was implemented for policy-covered employees. The equity pool was funded at 1.0%.

**2008-2009:**

7/1/2008: A new salary structure was implemented and bring to minimum increases granted where necessary.

No 2008-2009 merit program.

**2009-2010:**

9/1/09 Salary Reduction/Furlough Program. Salary cuts ranging from 4% to 10% were implemented with a corresponding furlough program to provide time-off in proportion to the cut percentage.

**2010-2011:**

09/01/10 Salary Reduction/Furlough Program ended 8/31/10. Salaries were restored 9/1/10.

1/1/11 A new MSP salary structure was implemented, and bring to minimum increases granted to individuals whose salaries fell below the new range minimum. A new healthcare PSS grade 8 was implemented.

**2011-2012:**

07/01/11 Wage Implementation. A 3% merit increase was implemented.

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**2012-2013: None.**

**2013-2014:**

07/01/13 Wage Implementation. A 3% ATB general increase was implemented for non-represented employees hired on or before January 2, 2013 who had an overall rating of “solid” or better. Employees who were at the maximum of the salary range or over the maximum of the salary ranger were eligible. Contract employees with appointments at 50% time or more for at least a year were also eligible.

**2014-2015:**

07/01/14 Wage Implementation. A 2% ATB general increase and a 1% merit-based increases for eligible employees was implemented for non-represented employees hired on or before January 2, 2014 who had an overall rating of “solid” or better. Employees who were at the maximum of the salary range or over the maximum of the salary ranger were eligible. Contract employees with appointments at 50% time or more for at least a year were also eligible.

**Link to Past Merit Guidelines:**

<http://blink.ucsd.edu/HR/comp-class/compensation/merit.html>