

UCSD 2016 - 2017 Salary Program Summary
October 2016

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.

2016-2017 Teamsters Clerical Unit (CX)

Effective Date: 04/01/17 MO & 04/23/17 BW

- A 3% range adjustment to all ranges. All employees eligible.
- All eligible career and partial year career employees will receive a one-time non-base building lump sum payment of \$1,200.00 that is retirement eligible. Lump sum payment will be prorated by the appointment percentage.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see CX Contract Article 45 Wages)

2016-2017 UAPD Student Health Physicians, Dentist, Podiatrist (DX)

Effective Date: 07/01/16 MO & 07/03/16 BW

- A 3% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see DX Contract Article 19 Compensation)

2016-2017 AFSCME Patient Care Technical Unit (EX)

Effective Date: 07/01/16 MO & 07/03/16 BW

- All career employees who are in within range and in the bargaining unit on the effective date and the date of the compute will receive a step advancement.
- No lump sum payments for staff at the top of the range.

Effective Date: 04/01/17 MO & 04/09/17 BW

- A 4% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see EX Contract Article 44 Wages)

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2016-2017 UPTE Health Care Professional Unit (HX)

Effective Date: 01/01/17 MO & 01/01/17 BW

- A 4% range adjustment to all ranges. All employees eligible.
- No lump sum payments for employees over the range maximum.
- Step Increase - eligible HX employees will receive a step advance if they have the relevant years of experience to advance to the next step.
- No lump sum payments for employees at the max or over the maximum of the salary range.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see HX Contract Article 5 Compensation)

2016-2017 SETC Skilled Crafts Unit (K6)

Effective Date: 04/09/17 BW

- A 6% range adjustment to all ranges. All employees eligible.
- All eligible employees will receive a one-time lump sum payment of \$2,060.00 that is retirement eligible.

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

2016-2017 CNA Nurses Unit (NX)

Effective Date: 07/01/16 MO & 07/03/16 BW

- All NX employees on a step structure and currently on steps 1-14 will receive a one-step increase.
- Nurses currently on step 15 will be reviewed for possible advancement to step 16 (which requires 15 years of licensed nursing experience and 10 years UC experience). Nurses currently at step 16 will be reviewed for possible advancement to step 17 (which requires 20 years of licensed nursing experience and 15 years UC experience). Nurses currently at step 17 will be reviewed for possible advancement to step 18 (which requires 25 years of licensed nursing experience and 20 years UC experience).
- Advancements to step 16-18 will be determined by departments.

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2016-2017 CNA Nurses Unit (NX)

Effective Date: 01/01/17 MO & 01/01/17 BW

- A 4% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see NX Contract Article 40 Wages)

2016-2017 FUPOA Police Unit (PA)

Effective Date: 06/19/16 BW & 07/01/16 MO

- A 3% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see PA Contract Article 29 Wages)

2016-2017 UPTE Research Unit (RX)

Effective Date: 10/01/16 MO & 10/6/16 BW

- A 3% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see RX Contract Article 6 Compensation)

2016-2017 AFSCME Service Unit (SX)

Effective Date: 07/01/16 MO & 07/03/16 BW

- Step Increase - eligible SX employees who are within range will receive a step advancement.
- No lump sum payments for employees at the max or over the maximum of the salary range.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see SX Contract Article 44 Wages)

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2016-2017 UPTE Technical Unit (TX)

Effective Date: 10/01/16 MO & 10/6/16 BW

- A 3% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see TX Contract Article 6 Compensation)

2016-2017 Policy Covered Employees (Unit 99)

Effective Date: 06/19/16 BW & 07/01/16 MO

- To be eligible for the merit-based increase, non-represented employees (SMG, MSP and PSS) must have been hired on or before **01/04/16** into a career or contract position with an appointment at 50% or more for at least a year. Contracts should be amended via the addendum process to reflect the new rate. Employees' most recent performance rating must be satisfactory/solid or better.
- Employees who were hired on or before **01/04/16** and who will complete their probationary period by **07/29/16** are eligible for the merit-based increase. Supervisors/Managers will need to send Caprece an email stating that the employee will not be a probationary employee as of **July 29, 2016**. Otherwise, the employee will not be eligible for the increase. In cases where an employee does not receive a performance appraisal, the supervisor will use the most recent overall rating. The deadline to send this information is by close of business on **06/17/16**.
- Employees who transfer from another department or another UC location are eligible if they would otherwise qualify prior to transferring from their current department or other UC location.
- Employees who received a salary increase during the past 12 months are eligible.

Link to Past Merit Guidelines: <https://blink.ucsd.edu/HR/comp-class/compensation/salaryprograms/index.html>