

2016-17 Academic Salary Program Effective July 1, 2016

Implementation Guidelines:

1. On-scale employees will move to the new scale rates as determined by UCOP (approximately 1.5%) effective July 1, 2016.
2. For off-scale employees, the on-scale component of salary will be adjusted to the new scale rate. The existing off-scale component is NOT subject to the 1.5% increase.
3. For above-scale employees, the portion of the salary up to the campus salary limit will be adjusted to the new campus limit. The remaining portion of the salary is NOT subject to the 1.5% increase. *(revised for clarity 6/8/2017)*
4. All Senate faculty are eligible to receive an additional allocation of off-scale salary. The off-scale allocations are calculated based on 2% of the 15-16 scale rate for each step, rounded to the nearest \$100 (see off-scale allocation chart). Each individual receives the allocation associated with their 7/1/16 rank and step. Above-scale senate faculty salaries will likewise be increased by an additional 2% of the 15-16 campus salary limit.
5. Both the 1.5% scale increase and the off-scale allocation will be applied to summer research salary rates.
6. If an eligible employee has a merit/promotion action effective 7/1/16, the merit/promotion is applied before the 2016-17 salary increases.
7. New hires are eligible for the salary program unless alternate terms were specified in writing at the time of hire.
8. The salary increases will be implemented in PPS and Div Data by APO and the Payroll Office, except where noted in the chart below.

TITLE SERIES	Increased?
Academic Coordinator	1.5% to on-scale
Acting Professor	1.5% to on-scale plus off-scale allocation
Adjunct Professor	1.5% to on-scale
Associate In ___	No— represented title subject to collective bargaining
Asst/Assoc University Librarian	1.5% to on-scale
Astronomer	1.5% to on-scale plus off-scale allocation
College Provost	1.5% stipend increase
Continuing Educator (UNEX)	1.5% to on-scale
Coordinator of Fieldwork	No— represented title subject to collective bargaining
Course Assistant (Non-Student Tutor)	No— represented title subject to collective bargaining
Department Chair	1.5% stipend increase
Deans & Faculty Administrators	College Provost and Department Chair stipends will be increased by 1.5%. All other administrative salaries and/or stipends are individually negotiated, so they will not be increased unless requested by the appointing authority.
Faculty Recruitment Allowance (3993)	The maximum for new allocations is increased by 3%. FRA's already offered will not be increased; however, deans have discretion to revise offers made after July 1, 2016 up to the new maximum.
Graduate Student Researcher	TBD- scales for GSR are under consultation.
Lecturer & Continuing Lecturer	No— represented title subject to collective bargaining

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TITLE SERIES	Increased?
Lecturer & Sr. Lecturer PSOE <100%	No— represented title subject to collective bargaining
Lecturer & Sr. Lecturer with PSOE—100%	1.5% to on-scale plus off-scale allocation
Lecturer & Sr. Lecturer with SOE	1.5% to on-scale plus off-scale allocation
Librarian	No— represented title subject to collective bargaining
Postdoctoral Scholar	No— represented title subject to collective bargaining
Professional Researcher	1.5% to on-scale
Professor	1.5% to on-scale plus off-scale allocation
Program Coordinator (UNEX)	No- individually negotiated contracts
Project Scientist	1.5% to on-scale
Reader (student, non-student)	No— represented title subject to collective bargaining
Recall (all recall titles)	Recall salaries and stipends may be adjusted with the concurrence of the PI and appointing authority. Divisions must process any increases.
Remedial Tutor	No— represented title subject to collective bargaining
Salary Supplements (3998)	Salary supplements are individually negotiated, so the increase will be applied based on the supplement agreement. Divisions must process any increases.
Specialist	1.5% to on-scale
Summer Session	No- summer 2016 payments are based on 15-16 rates
Supervisor of Physical Education	1.5% to on-scale
Supervisor of Teacher Education	No— represented title subject to collective bargaining
Teacher- UNEX	No- individually negotiated contracts
Teaching Assistant	No— represented title subject to collective bargaining
Teaching Fellow	No— represented title subject to collective bargaining
Tutor	No— represented title subject to collective bargaining
Visiting titles	Salaries are individually negotiated, so they will not be increased unless requested by the appointing authority. Divisions must process any increases.