

**ARTICLE 6  
COMPENSATION**

**A. RANGE STRUCTURE ADJUSTMENTS** – The following range structure adjustments are effective on the first (1<sup>st</sup>) pay period following the effective date of this Agreement:

1. The University may increase the percent intervals between each step on the range to five percent (5%) intervals.
2. The University will drop the two (2) bottom steps and add two (2) unfunded steps to the top of the current salary range. The steps will be renumbered to reflect the new salary range.

**B. 2006-07 RANGE ADJUSTMENT**

1. The University will increase the salary ranges for classifications in the Fire Fighter Unit effective on the first (1<sup>st</sup>) pay period following the effective date of this Agreement (i.e. ratification date) by ten percent (10%). The salary range adjustments for each classification may vary slightly due to rounding.
2. Timing of Payments - The actual base pay adjustments specified in Section B.1, above will be paid within 90 days of IAFF's written notification of ratification of this Agreement.

**C. 2006-07 LUMP SUM PAYMENT**

Eligible employees, who remain in the unit on the date of ratification and on the date of payout, will receive a lump sum payment in the amount of ten percent (10%) of their monthly gross pay beginning October 1, 2006 for each month of full time service. Lump sum payments will be paid no later than one-hundred twenty (120) days from the date of ratification.

**D. 2007-08 RANGE ADJUSTMENT**

1. Effective July 1, 2007, the University will increase the salary ranges of the classifications by a minimum of ten percent (10%), subject to the conditional re-opener set forth in Section D.2, below. The salary range adjustments may vary slightly due to rounding.
2. If the University does not receive at least four percent (4%) for general salary increases in the final State Budget for FY 07-08, the University shall have the right to re-open the Compensation Article for purposes of negotiating over range adjustments, if any, for FY 07-08. In that event, any range adjustment shall be subject to negotiations.

3. In the event the University opts not to re-open, the range adjustments shall be governed by paragraph D.1 above.

**E. 2008-09 and 2009-10 COMPENSATION** – Compensation these years will be subject to re-opener negotiations in accordance with Article 9 – Duration of Agreement.

**F. ELIGIBILITY**

To be eligible for increases as specified in this Article, employees must be in the bargaining unit on the date the increase is processed.

**G. ORDER OF INCREASES**

If more than one (1) salary adjustment takes place on the same date, actions occur in the following order:

1. Salary range adjustment;
2. Across-the-board increases, if any;
3. Merit Increases, if any;
4. Increases resulting from promotion or reclassification.

**H. OTHER INCREASES**

By mutual agreement, the University may increase, during the term of this Agreement, salary rates or ranges, shift differentials, on-call rates and/or extend the coverage of such rates, for selected individuals and/or classifications at selected locations.

**I. AWARD PROGRAMS**

The University retains the right to continue, modify or abolish campus award programs. Award Programs, if any, for members of the bargaining unit may be implemented according to local procedures. Award programs, if any, are available to employees in the unit, as they are also available to other eligible employees.

**J. CERTIFICATION PAY**

UCSC - Hazmat – Effective with the ratification of this Agreement, those in Fire Fighter titles who voluntarily become certified as California Hazardous Materials Technicians and who are assigned Hazmat duties as a part of the Santa Cruz Hazardous Materials Interagency Team (SCHMIT) shall receive a stipend of five percent (5%) of her/his current step.

UCSC – Paramedic – Effective upon ratification of this Agreement, those in Fire Fighter titles who are accredited as a paramedic and who are assigned

paramedic Fire Fighter duties shall receive a stipend of ten percent (10%) of her/his current step.

UCD – Hazmat – Effective upon ratification of this Agreement, those in Fire Fighter titles who become certified as California Hazardous Materials Technicians or Specialists and who are assigned Hazmat duties shall receive a stipend of five percent (5%) of her/his current step.

UCD – DCFM – Effective upon ratification of this Agreement, those in Fire Fighter titles who are certified and assigned Designated Campus Fire Marshall job duties shall receive a stipend of five percent (5%) of her/his current step.

UCD – OSHPD - Effective upon ratification of this Agreement, Fire Captains who are certified and assigned Office of Statewide Health Planning and Development (OSHPD) related job duties shall receive a stipend of five percent (5%) her/his current step.

If a Fire Fighter at either location is eligible for multiple certification payments, the Fire Fighter shall only be eligible to receive a maximum of fifteen percent (15%) in certification stipends.

- K.** The range and rate adjustments, base or non-base, if any, provided in this Article shall not be subject to Article 10 - Grievance Procedure, or Article 3 - Arbitration Procedure, of this Agreement.