

**ARTICLE 21  
SALARY**

**A. GENERAL SALARY ADJUSTMENTS**

1. Effective October 1, 2007:
  - a. NSF shall receive a general range adjustment in the amount of 2.5% on October 1, 2007
  - b. Additionally, NSF shall receive a one time adjustment of .5% on October 1, 2007.
  - c. The salary increase described in a. and b. immediately above shall constitute a non-compounded 3% increase based upon salaries in effect as of September 30, 2007.
2. Effective October 1, 2008:
  - a. NSF shall receive a general range adjustment in the amount of and on the date consistent with the general range adjustment for non-represented academic employees.
  - b. If the amount reflected in 2.a is less than 3%, all NSF shall receive an additional increase in the range such that the total sum for the adjustment for October 1, 2008 will equal at least 3%.
  - c. The salary increase described in a. and b. immediately above shall constitute a non-compounded increase of at least 3% based upon salaries in effect as of September 30, 2008.
3. Effective October 1, 2009:
  - a. NSF shall receive a general range adjustment in the amount of and on the date consistent with the general range adjustment for non-represented academic employees.
  - b. If the amount reflected in 3.a is less than 3%, all NSF shall receive an additional increase in the range such that the total sum for the adjustment for October 1, 2009 will equal at least 3%.
  - c. The salary increase described in a. and b. immediately above shall constitute a non-compounded increase of at least 3% based upon salaries in effect as of September 30, 2009.
4. When the Agreement is not in effect, the University agrees that it is required to meet and confer over the provision of merit and range adjustments covering the period of time that the contract is not in effect.

**B. MERIT INCREASES**

1. NSF are eligible to receive merit increases when they are provided to non-represented academic employees. Merit increases are provided in accordance with the provisions of Article 22, Merit Review Process.
2. For those NSF who are eligible for merit increases, such increases are based on academic attainment, experience, and performance, and are not automatic.
3. The University retains the sole discretion to decide to grant or not grant a merit increase.

**C. ADDITIONAL SALARY SCALE ADJUSTMENTS**

1. Effective October 1, 2007, the University shall increase the minimum of the salary scale for pre-six NSF to \$40, 848 (as adjusted by the October 1 range adjustment).

2. Effective October 1, 2007, the University shall ensure that there are at least 4 steps on the salary scale between the minimum salary for Pre-Six NSF and the minimum salary for Continuing Appointees.
3. Effective October 1, 2007, the University will standardize the percentage between increments on the Non-Senate (NSI) Unit 18 Academic Standard Table of Pay Rates to 2.5%, rounded to the nearest dollar, as reflected in Appendix E (to be developed).
4. Effective July 1, 2008, the University will establish 4 new steps on the NSI Unit 18 Lecturer Salary Scale in effect at the time for academic year appointees.

#### **D. ONE-TIME SALARY ADJUSTMENTS**

Effective June 30, 2008, the University will identify those Continuing Appointees who shall be eligible to receive the following one-time salary adjustments. For purposes of this section, a year of service is equal to two (2) semesters or three (3) quarters of employment as an NSF at any percentage time on the campus.

1. As of June 30, 2008, NSF with seven (7) through ten (10) years of service, will receive an increase equal to one (1) step on the salary scale effective on July 1, 2008.
2. As of June 30, 2008, NSF with more than ten (10) years of service and less than twenty (20) years of service will receive adjustments as follows:
  - a. NSF whose annualized salary is less than \$55,000, as of June 30, 2008, will receive:
    - 1) an increase equal to two (2) steps on the salary scale, effective July 1, 2008, and;
    - 2) an increase equal to two (2) steps on the salary scale, effective July 1, 2009.
  - b. NSF whose annualized salary is between \$55,000 and \$77,000, as of June 30, 2008, will receive:
    - 1) an increase equal to two (2) steps on the salary scale, effective July 1, 2008, and;
    - 2) an increase equal to one (1) step on the salary scale, effective July 1, 2009.
  - c. NSF whose annualized salary is greater than \$77,000, as of June 30, 2008, will receive:
    - 1) an increase equal to one (1) step on the salary scale, effective July 1, 2008, and;
    - 2) an increase equal to one (1) step on the salary scale, effective July 1, 2009.
3. As of June 30, 2008, NSF with twenty (20) years or more of service, will receive adjustments as follows:
  - a. NSF whose annualized salary is less than \$55,000 as of June 30, 2008, will receive:
    - 1) an increase equal to three (3) steps on the salary scale, effective July 1, 2008, and;
    - 2) an increase equal to three (3) steps on the salary scale, effective July 1, 2009.
  - b. NSF whose annualized salary is between \$55,000 and \$77,000, as of June 30, 2008, will receive:
    - 1) an increase equal to two (2) steps on the salary scale, effective July 1, 2008, and;

- 2) an increase equal to two (2) steps on the salary scale, effective July 1, 2009.
- c. NSF whose annualized salary is greater than \$77,000, as of June 30, 2008, will receive:
  - 1) an increase equal to one (1) step on the salary scale, effective July 1, 2008, and;
  - 2) an increase equal to two (2) steps on the salary scale, effective July 1, 2009.

#### **E. ORDER OF INCREASES**

The salary increases specified in this Article will be implemented in the following order:

- a. Merit Increases – for eligible NSF, merit increases will be effective July 1 of any given year.
- b. (General) Range Adjustments – effective October 1 of any given year.
- c. Additional Salary Adjustments.
- d. In accordance with C.3 above, individual NSF will be transitioned to the Non-Senate (NSI) Unit 18 Academic Standard Table of Pay Rates. NSF will be transitioned to the nearest increment which is at or above the NSF's then-current salary rate. Individuals whose range adjusted salaries do not match the new increment will be transitioned to the closest increment so that there is no resulting salary loss.

#### **F. NON-GENERAL RANGE ADJUSTMENTS**

In addition to general range adjustments, the UC-AFT acknowledges that the University may allocate funds to provide non-general range adjustments to non-represented academic employees.

#### **G. SPECIAL PROVISIONS**

1. Above-scale annualized salaries may be paid to NSF at the sole discretion of the University.
2. Positions and/or titles, in the unit, paid on a "By Agreement" basis may continue to be paid on a "By Agreement" basis insofar as the amount paid to each "By Agreement" NSF is at or above the minimum of the salary range for her/his position, and general range adjustments are provided pursuant to A.1. above if the annualized full time equivalent salary for the "By Agreement" NSF's salary is below the maximum of the salary range.
3. Positions and/or titles that are or become eligible to participate in the University's health science compensation plans may participate in those plans in accordance with the policies and procedures in effect at the time.
4. In the event that the University proposes to restructure the salary scales/schedules for any title(s), in the unit, the University will provide notice to the UC-AFT and upon request will meet and confer prior to implementation.
5. Social Security and an NSF's payment tier for medical benefits will be addressed in a Side Letter.

#### **H. GRIEVABILITY**

Decisions related to the amount and timing of general range adjustments, merit adjustments, and all aspects of the non-general range adjustment provided to other academic employees are not grievable. The implementation of the amount and timing of the general range adjustments, one-time adjustments and special salary adjustments IS subject to grievance and arbitration.