

## SIDE LETTER FOR 2002-03 FUPOA WAGES

This side letter provides the terms and conditions pursuant to which the University shall provide specific campus salary range structure adjustments and any other special increases for officers in the bargaining unit for fiscal year 2002-03. Following the implementation of the October 1, 2002 range adjustment identified in Article 30, Sections A. and B. the increases will occur in the following order:

A. November 1, 2002: Parity Increase for UC San Francisco

The San Francisco campus shall provide a one step within range parity increase to officers who are rated at least satisfactory.

B. December 1, 2002: Salary Structure Change

For each campus other than Santa Barbara and Davis, the campus shall add a full step (consonant with the existing salary range structure) to the top of all salary ranges in the unit equal to 4.8% above the existing top step.

C. December 1, 2002: Parity Increase for UC Berkeley and UC San Francisco

The Berkeley and San Francisco campuses shall provide a one step within range parity increase to officers whose performance has been rated at least satisfactory.

D. January 1, 2003: Salary Structure Change

The Berkeley and San Francisco campuses shall eliminate the bottom step of the salary range. In addition, the Berkeley and San Francisco campuses shall add a full step (consonant with the existing salary range structure) to the top of the existing salary range in the unit equal to 4.8% above the top step.

E. January 1, 2003: Parity Increase for all Campuses

Following the elimination of the bottom step of the salary range in section D, above, all campuses shall provide a one step within range parity increase to officers who have been rated at least satisfactory.

F. March 1, 2003: Salary Structure Change

All campuses, except Santa Barbara and Davis shall eliminate the bottom step of the salary range.

G. Special Agreement Regarding Parity Increases

This paragraph applies to each of the parity increases provided in this side letter. The University and FUPOA agree that the within range parity step increases provided for in this side letter are to be provided to officers rated satisfactory or better and shall be on a one time, non-precedent setting basis. FUPOA further agrees that the University's determination regarding an officer's performance shall for purposes of this agreement not be grievable or arbitrable.

Agreed to by the University:

Agreed to by FUPOA: