

## **WAGES - GENERAL TERMS**

The University retains the right to determine the appropriate percentage rate at which an individual will begin employment with the University, insofar as it is consistent with the wages assigned to the class representing the duties of the position in which the individual is employed.

Employees in journeylevel positions will advance in the pay rate schedule towards earning plateaus, when justified by performance, in one (1) year intervals. Employees in the Assistant level classes, will advance, when justified by performance, in the pay rate schedule toward the Assistant level plateau in six (6) month intervals.

Advancement in a series as here addressed is distinguished from movement in a series as described in Article 32. Advancement salary increases are based on the employee's performance in his/her current position. Article 32 addresses salary actions when an employee moves from one position to another. Employees performing "satisfactory" will advance to the next highest salary level in the pay rate schedule for their current classification. Employees performing "less than satisfactory" may be held at their current salary level and will not be considered for advancement until their next salary review date. Employees may be considered for an increase of more than one salary level in the pay rate schedule. Advancement salary increases shall not result in a final salary rate that is above the plateau for the employee's classification.

Employees who progress through the secondary training program to the next earning plateau will remain dual rated (more than one wage rate, the lower being the primary rate for computing pay for such purposes as vacation, sick leave, other paid leaves, etc.) until a vacancy allows for promotion into a higher class. The provisions of Article 8, Promotion and Transfer, shall apply to this situation, which results in the change of the employee's primary rate to the higher class wage level.

Employees in the UCPS Apprenticeship Program are covered by the above provisions as well as the Memorandum of Agreement--UCPS Apprenticeship Program dated January 18, 1990 which is appended to this agreement.

Advancement increases that are either given or denied under this provision are subject to the Complaint Resolution Procedure only.