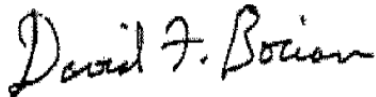


June 10, 2014

TO: Faculty and Eligible Academic Appointees



FROM: David F. Bocian, Vice Provost for Academic Personnel

RE: General Salary Increase Effective July 1, 2014

As announced by Chancellor Wilcox, Faculty and eligible Academic Appointees will receive a 3% salary increase Effective July 1, 2014. The following guidelines provide additional information regarding the implementation of the 3% increase.

- Non-represented faculty and non-represented non-senate academic appointees are eligible for the increase.
- Eligible Faculty and Academics will see the increase reflected on their August 1, 2014 paycheck.
- The Academic Salary Scales have been adjusted to reflect the 3% increment. The New Salary Scales are available on the Office of the President's website at: <http://www.ucop.edu/academic-personnel/compensation/2014-academic-salary-scales.html>.
- Faculty and Academics who qualify will receive the 3% increase on base and off-scale salary. Above-scale faculty will receive the 3% increase on the total salary amount. The salary as of 7/1/2013 will serve as the basis for the calculation of the new salary. Merit, Promotion and Retention* actions will be applied before the 3% general salary increase.
- Health Sciences Faculty, if eligible and approved, will receive the increase on base salary only
- The academic and administrative salary will be adjusted for faculty who hold an administrative appointment (non-SMG) and qualify for the 3% increment.
- Faculty who hold a SMG administrative appointment and qualify will receive the increase on their administrative appointment. Their underlining Faculty appointment will also be adjusted.
- Faculty currently on the minimum salary scale will be placed on the new 3% adjusted minimum salary scale and will receive the 3% increase on the off-scale and above scale salary components.
- New hires with an appointment date of 7/1/14 who did not receive the increase in their appointment letter will receive the 3% increase on base and off-scale salary components.

- 2013-2014 academic year reviews that are "in progress" will be adjusted using their current salary rate. A second adjustment will be applied for approved actions, where applicable, using the new 7/1/2014 salary rate upon completion of the review.
- 2013-2014 academic year reviews that have been completed will be adjusted accordingly.

Implementation Information and Timeline

| Date | Action Description |
|---|--|
| Friday, 6/27/14 | Cutoff date for central payroll updates of ladder rank Merits, Promotions and Retention actions effective 7/1/2014. All actions announced through June 27, 2014 will be updated by APO and the central payroll office. Actions announced after June 27, 2014 will be updated by the departments after 7/15/2014. |
| Tuesday and Wednesday, 7/1/14 thru 7/2/14 | Payroll to enter academic merits and promotions into PPS. |
| Thursday, 7/3/14 | Departments verify accuracy of updated payroll entries for ladder rank merits, promotions and retention actions announced through June 27, 2014. |
| Monday, 7/7/14 | Range adjustment program runs in PPS. |
| Tuesday and Wednesday, 7/8/14 thru 7/9/14 | Academic Personnel Office adjust exceptions on payroll file. |
| Thursday, 7/10/14 | APO returns file to payroll. |
| Friday, 7/11/2014 | EDB will be updated reflecting the 3% range adjustment for all academic titles |
| Tuesday, 7/15/14 | Departments/Units should verify the accuracy of the centrally processed 3% range adjustment in PPS. |

*If the 3% increase was not a component of the retention offer

If you have questions concerning this information, please contact Antonette Toney in the Academic Personnel Office at: Antonette.Toney@ucr.edu.