Health Care Professional (HX) Unit Salary Increases

Pursuant to the UC-UPTE settlement agreement that was ratified on October 29, 2010, employees in the Health Care Professional (HX) bargaining unit will receive salary increases in January.

The following increases will be effective for biweekly-paid employees on December 12, 2010, and will be paid in the January 5, 2011, biweekly paycheck.

Range Adjustment

Salary ranges for all job titles in the HX bargaining unit will be adjusted by 2%. This means that the value of each step in each range will increase by 2%. The rates for all per diem titles will also increase by 2%. All employees, except those with salaries above the current range maximum for their title, will be eligible to receive this increase.

Merit (Step) Increase

Career, non-probationary employees with a satisfactory rating on their most recent performance evaluation will receive a merit increase by advancing one step in the range, up to the range maximum. The value of this increase is approximately 2%.

Employees with salaries at or above the range maximum, and who are therefore not eligible for the step advancement, will receive a one-time, non-base building lump sum of 2% of their annualized base salary, pro-rated by their appointment FTE. Employees whose rates are less than 2% below the range maximum will be brought to the range maximum and will be paid a lump sum equal to the balance of the 2% increase, pro-rated by FTE. The lump sum will be considered covered, retirement-eligible compensation.

The combined increases will total approximately 4% for eligible employees.

Questions can be directed to the Compensation Unit at 4-5009.