July 2014 Wage Increases for Staff Employees

All of the wage increases listed below are for represented staff and biweekly paid non-represented staff are effective July 6, 2014 and will be paid out on July 30th. For monthly paid non-represented staff, pay increases will be effective July 1, 2014 and will be paid out on August 1, 2014. Pay increases are now available in PeopleSoft rosters for review and are also available for employees to view in the earnings statement and employment verification links on the At Your Service web site at https://atyourserviceonline.ucop.edu/ayso/.

Non-Represented Staff
Eligible employees received a 3% increase. In addition to this increase, eligible non-represented staff are eligible for up to $1,000.00 in CEMRP 2 incentive awards to be paid later in the Fall; for supervisors the CEMRP 2 incentive award will pay up to $1,200.00. Represented staff are not eligible for this program.

Clerical Bargaining Unit (CX)
Eligible employees, on pay status or on an approved leave of absence and employed in the Clerical unit on the effective date of the increase and on the date of payout, will receive a within-range across-the-board 3% wage increase. Salary ranges will be increased by 3% and to be eligible, employees must be paid within range.

Additionally, eligible CX employees will receive a one or two step increase. To be eligible for the step advancement, employees must be career, non-probationary, paid below the salary range maximum, and have an overall performance rating of satisfactory or above. Employees who are not provided a performance evaluation shall be deemed “satisfactory.”
1) A one step or approximate 2% increase will be provided for employees who have acquired ten to twenty years of service without a break in UC service.
2) A two step or approximate 4% increase will be provided for employees who have acquired twenty or more years without a break in UC service.

Service Bargaining Unit (SX)
Eligible employees, on pay status or on an approved leave of absence and employed in the Service unit on the effective date of the increase and on the date of payout, will receive a within-range across-the-board 3% wage increase and advance to the next step in their salary range, up to the salary range maximum. Salary ranges will be increased by 3% and to be eligible, employees must be paid within range. Any employees currently paid above range maximum, shall be compensated so that the employee’s individual salary rate is raised to the maximum of the new range, and then paid a one-time, annualized, non-base building lump sum on the remaining percentage not provided within range.
To be eligible for the additional approximate 2% one-step wage increase, employees must be career, non-probationary and paid below the new salary range maximum rate.

**Patient Care Technical Bargaining Unit (EX)**
Eligible employees must be career, non-probationary and paid below salary range maximum rates to advance to the next step in their salary range. To be eligible for the one step or approximate 2% pay increase, employees must be on pay status or on an approved leave and employed in the Patient Care Technical unit on the effective date of the increase and on the date of payout. Additionally, the University is increasing hourly call rates for specified job titles at UCDHS by $1.00 per hour.

**Nurse Bargaining Unit (NX)**
Eligible employees in non-per diem job titles will advance to the next step in their salary range, up to the salary range maximum. To be eligible for the approximate 2% or one step pay increase, employees must be paid below salary range maximum and must be on pay status or on an approved leave and employed in the Nursing unit on the effective date of the increase and on the date of payout. Employees in Nurse Anesthetist titles, which uses experience-based step advancement, will move to the next step if they have fulfilled the requisite amount of experience.

The new Clerical (CX) and Service (SX) unit salary step structures are available on the UCDHS Human Resources Compensation Unit webpage under “News and Updates” at:
http://www.ucdmc.ucdavis.edu/hr/hrdepts/compensation/index.html

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