

2018-19 Academic Salary Program Effective July 1, 2018

**Implementation Guidelines:**

1. On-scale employees will move to the new scale rates as determined by UCOP effective July 1, 2018.
2. For off-scale employees, the on-scale component of salary will be adjusted to the new scale rate. The existing off-scale component is NOT subject to the increase.
3. For above-scale employees, the portion of the salary up to the campus salary limit will be adjusted to the new campus limit. The remaining portion of the salary is NOT subject to the increase.
4. Lecturers with (Potential) Security of Employment will have an additional off-scale allocation equal to 1% of their on-scale salary.
5. The scale increase will be applied to summer research (ACR) and summer administration (ACA) salary rates.
6. If an eligible employee has a merit/promotion action effective 7/1/18, the merit/promotion is applied before the 2018-19 salary increases.
7. New hires are eligible for the salary program unless alternate terms were specified in writing at the time of hire.
8. The salary increases will be implemented in PPS and Div Data by APO and the Payroll Office, except where noted in the chart below.
9. Note that percentage increases may be approximate, due to rounding.

<b>TITLE SERIES</b>	<b>Increased on 7/1/18</b>
<b>Academic Coordinator</b>	3% to on-scale
<b>Acting Professor</b>	4% to on-scale
<b>Adjunct Professor</b>	4% to on-scale
<b>Associate In __</b>	No— represented title subject to collective bargaining
<b>Asst/Assoc University Librarian</b>	3% to on-scale
<b>Astronomer</b>	4% to on-scale
<b>College Provost</b>	3% stipend increase
<b>Continuing Educator (UNEX)</b>	3% to on-scale
<b>Coordinator of Fieldwork</b>	2.5% increase in accordance with Unit 18 contract
<b>Course Assistant (Non-Student Tutor)</b>	No— represented title subject to collective bargaining
<b>Department Chair</b>	3% stipend increase
<b>Deans &amp; Faculty Administrators</b>	With the exception of College Provost and Department Chair stipends (listed separately), administrative salaries and/or stipends are individually negotiated, so they will not be increased unless requested by the appointing authority.
<b>Graduate Student Researcher</b>	Under UCOP consultation – anticipate 10/1/18 effective date
<b>Lecturer &amp; Continuing Lecturer</b>	2.5% increase in accordance with Unit 18 contract
<b>Lecturer &amp; Sr. Lecturer PSOE &lt;100%</b>	2.5% increase in accordance with Unit 18 contract
<b>Lecturer &amp; Sr. Lecturer with PSOE—100%</b>	3% to on-scale plus off-scale allocation
<b>Lecturer &amp; Sr. Lecturer with SOE</b>	3% to on-scale plus off-scale allocation
<b>Librarian</b>	Represented titles subject to collective bargaining; 3% to on-scale for nonrepresented librarians
<b>Postdoctoral Scholar</b>	No— represented title subject to collective bargaining
<b>Professional Researcher</b>	4% to on-scale
<b>Professor</b>	4% to on-scale

2018-19 Academic Salary Program Effective July 1, 2018

<b>TITLE SERIES</b>	<b>Increased on 7/1/18</b>
<b>Program Coordinator (UNEX)</b>	No- individually negotiated contracts
<b>Project Scientist</b>	3% to on-scale
<b>Reader (student, non-student)</b>	No— represented title subject to collective bargaining
<b>Recall (all recall titles)</b>	Recall salaries and stipends may be adjusted with the concurrence of the PI and appointing authority. Divisions must process any increases.
<b>Remedial Tutor</b>	No— represented title subject to collective bargaining
<b>Salary Supplements (3998)</b>	Salary supplements are individually negotiated, so the increase will be applied based on the supplement agreement. Divisions must process any increases.
<b>Specialist</b>	3% to on-scale (3.5% for Junior Specialist)
<b>Summer Session</b>	No— summer 2018 payments are based on 17-18 rates
<b>Supervisor of Physical Education</b>	4% to on-scale
<b>Supervisor of Teacher Education</b>	2.5% increase to all NSF salary ranges
<b>Teacher- UNEX</b>	No— individually negotiated contracts
<b>Teaching Assistant</b>	No— represented title subject to collective bargaining
<b>Teaching Fellow</b>	No— represented title subject to collective bargaining
<b>Tutor</b>	No— represented title subject to collective bargaining
<b>Visiting titles</b>	Salaries are individually negotiated, so they will not be increased unless requested by the appointing authority. Divisions must process any increases.