



**Assembly of the Academic Senate  
Notice of Special Meeting  
Thursday, February 13, 2025  
2:00 pm – 5:00 pm**

**AGENDA**

To participate in the videoconference, Senate members must register at <https://UCOP.zoom.us/meeting/register/kINDobGFSWGWX5envKUrOg>

Item	Enclosures
I. Roll Call of Members	Page 2
II. UC Information Security Investment Plans in Relation to Faculty Research, Teaching, and Academic Personnel Matters (2:10 - 2:55) <ul style="list-style-type: none"> <li>▪ Van Williams, Vice President and Chief Information Officer, Information Technology Services</li> <li>▪ Monte Ratzlaff, Interim Chief Information Security Officer</li> </ul>	Page 3
III. Faculty Compensation and Cost-of-Living Adjustments (3:00 - 4:00) <ul style="list-style-type: none"> <li>▪ Katherine S. Newman, Provost and Executive Vice President</li> <li>▪ Amy K. Lee, Deputy Provost, Systemwide Academic Personnel</li> <li>▪ Douglas Haynes, Interim Vice Provost, Faculty Affairs and Academic Programs</li> </ul>	Pages 3-39
IV. UC Health Plan Costs (4:00 - 4:45) <ul style="list-style-type: none"> <li>▪ Jay Henderson, Associate Vice President for Total Rewards, Systemwide Human Resources</li> <li>▪ Maynard Jenkins, Senior Executive Director, Benefits Programs and Strategy, Systemwide Human Resources</li> </ul>	Page 40

## I. Roll Call

### 2024-25 Assembly Roll Call – Special Meeting of February 13, 2025

#### **President of the University:**

Michael Drake

#### **Academic Council Members:**

Steven W. Cheung, Chair  
Ahmet Palazoglu, Vice Chair  
Amani Nuru-Jeter, Chair, UCB  
Katheryn Russ, Chair, UCD  
Valerie Jenness, Chair, UCI  
Kathleen Bawn, Chair, UCLA  
Kevin Mitchell, Chair, UCM  
Kenneth Barrish, Chair, UCR  
Olivia Graeve, Chair, UCSD  
Steven Hetts, Chair, UCSF  
Rita Raley, Chair, UCSB  
Matthew McCarthy, Chair, UCSC  
Deborah Swenson, Chair, BOARS  
James Bisley, Chair, CCGA  
Katherine Meltzoff, Chair, UCAADE  
Sean Malloy, Chair, UCAP  
Rachael Goodhue, Chair, UCEP  
Juan Pablo Pardo-Guerra, Chair, UCFW  
Susanne Nicolas, Chair, UCORP  
Tim Groeling, Chair, UCPB

#### **Berkeley (5)**

Mark Goble  
Tyrone Hayes  
Mark Stacey (alt for Jonah Levy)  
Jelani Nelson (alt for Daniel Sargent)  
Dean Toste

#### **Davis (6)**

Niels Gronbech-Jensen  
Kristin Lagattuta  
Walter Leal  
Abigail Thompson  
Rena Zieve  
Karen Zito

#### **Irvine (4)**

Noah Askin  
German Andres Enciso  
Oliver Eng  
Douglas (Bert) Winther-Tamaki

#### **Los Angeles (7)**

Christopher Colwell  
Mekonnen Gebremichael  
Ronald D. Hays  
Jody Kreiman  
Reynaldo Macias  
Moritz Meyer-ter-Vehn  
Robert Zeithammer

#### **Merced (1)**

Sarah Depaoli (alt for Shilpa Khatri)

#### **Riverside (2)**

Jennifer Hughes  
Manuela Martins-Green

#### **San Diego (5)**

Marianna Alperin  
Kimberly Cooper  
Gabriella Caballero Hernandez  
Julia Ortony  
Deborah Stein

#### **San Francisco (5)**

Ifeyinwa Asiodu  
Robin Corelli  
David Hwang  
Kewchang Lee  
Soo-Jeong Lee

#### **Santa Barbara (3)**

Eileen Boris  
Sabine Fruhstuck  
Charles Jones

#### **Santa Cruz (2)**

Melissa Caldwell  
Rita Mehta

#### **Secretary/Parliamentarian**

Katherine Yang (UCSF)

## I. Roll Call

## II. UC Information Security Investment Plans in Relation to Faculty Research, Teaching, and Academic Personnel Matters (2:10 - 2:55)

- **Van Williams, Vice President and Chief Information Officer, Information Technology Services**
- **Monte Ratzlaff, Interim Chief Information Security Officer**

**Issue:** The signatories of the special meeting request raised concerns about the implementation of the campus Information Security Investment Plans and their potential impact on faculty research, teaching, and career progression. In February 2024, President Drake requested updated information security investment plans from chancellors, with expectations regarding compliance standards, controls, and reporting. In June 2024, the Academic Council and the University Committee on Academic Computing and Communications (UCACC) outlined several issues, including:

- Lack of faculty consultation in developing the plans.
- Challenges with applying corporate-style cybersecurity models to UC's distributed environment.
- Workflow disruptions caused by email restrictions and tracking software.
- Ambiguity in network and device definitions.
- Compliance difficulties for legacy systems.
- Potential impacts on extramural funding and research infrastructure.
- Increased information technology workloads and unclear funding sources for implementation.

President Drake's directive to campuses is included in the linked correspondence [here](#).

**Discussion format:** Assembly members and other Senate attendees will have the opportunity to engage in Q&A, provide input, and share their perspectives.

## III. Faculty Compensation and Cost-of-Living Adjustments (3:00 - 4:00)

- **Katherine S. Newman, Provost and Executive Vice President**
- **Amy K. Lee, Deputy Provost, Systemwide Academic Personnel**
- **Douglas Haynes, Interim Vice Provost, Faculty Affairs and Academic Programs**

**Issue:** The signatories of the special meeting request raised concerns about differential treatment of faculty and administrators in handling compensation and cost-of-living adjustments. Specifically, recent faculty salary increases for 2022-23, 2023-24, and 2024-25 were implemented starting October 1, while salary increases for other policy-covered UC employee groups were effective as of July 1. The University Committee on Faculty Welfare and the Academic Council have previously communicated similar concerns to the administration twice, in [October 2022](#) and again in [February 2023](#), requesting that faculty salary increases align with a July 1 implementation date. Senate communications noted that a July 1 effective date would:

- Ensure equal treatment of faculty compared to other UC employees.
- Prevent a three-month delay that effectively reduces salary increases for faculty on 9-month appointments.
- Address penalties for faculty participating in the Negotiated Salary Program or receiving summer salary via grants or administrative stipends.
- Mitigate the reduction in retirement income for faculty retiring during or at the end of a given fiscal year.

President Drake's November 2022 response to these concerns is included in the Senate's February 2023 letter, referenced above. The administration has also provided a summary and analysis of the issue in the attached materials.

**Discussion format:** Assembly members and other Senate attendees will have the opportunity to engage in Q&A, provide input, and share their perspectives.

# Faculty Range Adjustment Effective Date Comparison

## Executive Summary

### Background

Historically, at the University of California, faculty salary range adjustments occurred on October 1 and staff and other academic appointee increases generally occurred on July 1. In 2013-14, the faculty salary range adjustment was shifted from October to July to coincide with the restart of employee UCRP contributions on July 1, 2013, after a decades-long contribution holiday.

As campuses were converting to UCPath, the decision was made to move back to October 1 to accommodate the need for complex faculty salary pay adjustments. In 2019, at the direction of then-President Janet Napolitano, faculty received an additional increase (5.33% - in a year when other policy-covered employees received 3%) when the range adjustment moved from July to October. When the effective date of range adjustments returned to October 1 in 2019, faculty salary scales were increased by 5.33% so that the equivalent of a 4% annual increase (representing a 3% general range adjustment + a 1% special faculty salary plan) would be paid to faculty over the course of nine months instead of 12, to facilitate the shift from a July-June cycle to an October-September cycle. The 1% special faculty salary plan was applied to ladder-rank scales in order to address the salary lag with the Comparison 8 peer institutions (In 2018-19, the lag was 7.8%; in 2023-24 it was 3.1% - notably, from 2021-2024, the range adjustments were 3%, 4%, 4.6%, and 4.2%, which further resulted in closing the gap with the Comp 8), and the additional 1.33% was applied to accommodate the move from July 1 to October 1 for the range adjustment. Merit and Promotion actions continued to remain effective July 1 of each year.

**Summary – Impact of the 2019 5.33% general range adjustment for faculty versus the 3% increase for other employees (See Attachment 1)**

**Analysis:** Three sets of salary comparisons.

- Scenario 1: Three models that do not advance the sample faculty member through the merit/promotion process, one model for each rank.
- Scenario 2: Three models that advance the sample faculty member through the merit/promotion process according to the normative time at rank and step, one model for each rank.
- Scenario 3: Comparison between the two if the faculty members were to retire in 2024-25.

In order to do this comparison, we used the faculty salary scales to calculate the fiscal year base salaries from July 1 through June 30 for both models (July 1 and October 1 range adjustment effective dates). For the effective date of October 1, we are using the July 1 rate for 3 months and then the range adjusted October 1 rate for 9 months. That is how we calculated the fiscal year base salary for the October-September cycle to use as the comparison against the July-June cycle.

Attachment 1 calculates this off of the on-scale salary, not the off-scale or above-scale salary (99% of general campus faculty have an off-scale or above-scale salary, while 43% of health sciences faculty are off-scale or above-scale salary). Off-scales and above-scales are not included because

they are left to campus discretion whether to range adjust the off-scale and above-scale as well. However, if off-scales and above-scales were to be included in this analysis, and assuming the campuses range adjusted the off-scale and above-scale by the same percentage as the general range adjustment to the on-scale salary rate, then the dollar amount difference between the October 1 and July 1 rates would be even greater as a result compounding from the 2019 5.33% increase (**see Attachment 3**). Similarly, with the merit program, faculty may also receive an increase to their off-scale or above-scale upon a successful merit review. If an increase is provided to the off-scale or above-scale as part of a merit review, then the dollar amount difference between the October 1 and July 1 rates would also be greater as a result of the compounding from the 2019 5.33% increase (**see Attachment 3**).

Year by Year Observations (for the no merits/promotions example):

- FY2018-19: Baseline (4% range adjustment effective July 2018).
- FY2019-20: Transition to October effective date.
  - 5.33% range adjustment effective October 2019 (equivalent of a 4% adjustment effective July 2019) (*staff employees received a 3% adjustment effective July 2019*)
  - FY Base Salary is essentially even compared to a July effective date, as the October rate is prorated for 9 months.
- FY2020-21: No range adjustment
  - The October effective date FY Base Salary has the additional 1.33% increase from FY2019-20 applied for the full year.
  - The July effective date remains static as there was no range adjustment that year. This leads to the large differential between the two effective dates for FY2020-21.
- FY2021-22: 3% range adjustment effective October 2021
  - The October effective date increase is applied on top of the higher compounded salary rate.
  - The July effective date comparison applies the 3% for 3 additional months and this helps reduce the differential from the prior year.
- FY2022-23, FY2023-23, and FY2024-25
  - Moving forward, the July effective date comparison continues to apply the range adjustment for 3 additional months, however, the 1.33% base building increase from October 2019 counters this differential and as a result, the FY Base Salary for both effective dates end up essentially even, though the October effective date still provides more in base on-scale salary.

**Scenario 1 – Assistant Professor, Associate Professor, and Full Professor who do not receive any merit increases** (Excel Spreadsheet: Tab 1: Summary – FY Actuals – Findings and Tab 2: Calculations – No Advancement)

- Assistant Professor, Step 4 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, an Assistant Professor, Step 4, received a total of \$6,900 more in on-scale salary than if they had continued to receive the same range adjustments as other policy-covered employees on July 1. This is assuming they did not undergo any merit reviews.

- Associate Professor, Step 4 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, an Associate Professor, Step 4, received a total of \$8,900 more in on-scale salary than if they had continued to receive the same range adjustments as other policy-covered employees on July 1. This is assuming they did not undergo any merit reviews.
- Professor, Step 7 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, a Professor, Step 7, received a total of \$12,675 more in on-scale salary than if they had continued to receive the same range adjustments as other policy-covered employees on July 1. This is assuming they did not undergo any merit reviews.

**Scenario 2 – Assistant Professor, Associate Professor, and Full Professor who underwent merit/promotion reviews** (Excel Spreadsheet: Tab 1: Summary – FY Actuals – Findings and Tab 3: Calculations – Advancement)

- Assistant Professor, Step 3 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, an Assistant Professor, Step 3, could have received a total of \$7,825 more in on-scale salary than if they had continued to receive the same range adjustments as other policy-covered employees on July 1.
- Associate Professor, Step 1 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, an Associate Professor, Step 1, could have received a total of \$10,475 more in on-scale salary than if they had continued to receive the same range adjustments as other policy-covered employees on July 1.
- Professor, Step 1 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, a Professor, Step 1, could have received a total of \$9,700 more in on-scale salary than if they had continued to receive the same range adjustments as other policy-covered employees on July 1.

**Scenario 3 - Assistant Professor, Associate Professor, and Full Professor who retire in 2024-25** (Excel Spreadsheet: Tab 1: Summary – FY Actuals – Findings)

- The HAPC could range from \$90.97 up to \$163.89 higher for just the on-scale salary rates for the faculty in these scenarios as a result of the 5.33% increase provided to these faculty on October 1, 2019, to move them from the July-June cycle to the October-September cycle for general range adjustments. If off-scales and above-scales were included, that number would be higher (*see Attachment 3*).

**Summary – Impact of the 2019 5.33% general range adjustment for faculty versus the 4% faculty were to receive on 7/1/19 (see Attachment 2)**

**Analysis:** Three sets of salary comparisons.

- Scenario 1: Three models that do not advance the sample faculty member through the merit/promotion process, one model for each rank.
- Scenario 2: Three models that advance the sample faculty member through the merit/promotion process according to the normative time at rank and step, one model for each rank.

- Scenario 3: Comparison between the two if the faculty members were to retire in 2024-25.

Year by Year Observations (for the no merits/promotions example):

- FY2018-19: Baseline (4% range adjustment effective July 2018).
- FY2019-20: Transition to October effective date.
  - 5.33% range adjustment effective October 2019 (equivalent of a 4% adjustment effective July 2019) (*staff employees received a 3% adjustment effective July 2019*)
  - FY Base Salary is essentially even compared to a July effective date, as the October rate is prorated for 9 months.
- FY2020-21: No range adjustment
  - The October effective date FY Base Salary has the additional 1.33% increase from FY2019-20 applied for the full year.
  - The July effective date remains static as there was no range adjustment that year. This leads to the large differential between the two effective dates for FY2020-21.
- FY2021-22: 3% range adjustment effective October 2021
  - The October effective date increase is applied on top of the higher compounded salary rate.
  - The July effective date comparison applies the 3% for 3 additional months and this helps reduce the differential from the prior year.
- FY2022-23, FY2023-23, and FY2024-25
  - Moving forward, the July effective date comparison continues to apply the range adjustment for 3 additional months, however, the 1.33% base building increase from October 2019 counters this differential and as a result, the FY Base Salary for both effective dates end up essentially even, though the October effective date still provides more in base on-scale salary.

**Scenario 1 – Assistant Professor, Associate Professor, and Full Professor who do not receive any merit increases** (Excel Spreadsheet: Tab 1: Summary – FY Actuals – Findings and Tab 2: Calculations – No Advancement)

- Assistant Professor, Step 4 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, an Assistant Professor, Step 4, received a total of \$1,800 more in on-scale salary than if they had continued to receive the 4% range adjustment on July 1. This is assuming they did not undergo any merit reviews.
- Associate Professor, Step 4 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, an Associate Professor, Step 4, received a total of \$2,000 more in on-scale salary than if they had continued to receive the 4% range adjustment on July 1. This is assuming they did not undergo any merit reviews.



- Professor, Step 7 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, a Professor, Step 7, received a total of \$3,775 more in on-scale salary than if they had continued to receive the 4% range adjustment on July 1. This is assuming they did not undergo any merit reviews.

**Scenario 2 – Assistant Professor, Associate Professor, and Full Professor who underwent merit/promotion reviews** (Excel Spreadsheet: Tab 1: Summary – FY Actuals – Findings and Tab 3: Calculations – Advancement)

- Assistant Professor, Step 3 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, an Assistant Professor, Step 3, could have received a total of \$3,225 more in on-scale salary than if they had continued to receive the 4% range adjustment on July 1.
- Associate Professor, Step 1 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, an Associate Professor, Step 1, could have received a total of \$4,675 more in on-scale salary than if they had continued to receive the 4% range adjustment on July 1.
- Professor, Step 1 – From 2019-20 through 2024-25, because of the compounding from the 5.33% increase on October 1, 2019, a Professor, Step 1, could have received a total of \$3,400 more in on-scale salary than if they had continued to receive the 4% range adjustment on July 1.

**Scenario 3 - Assistant Professor, Associate Professor, and Full Professor who retire in 2024-25** (Excel Spreadsheet: Tab 1: Summary – FY Actuals – Findings)

The HAPC could range from \$9.72 up to \$72.22 higher for just the on-scale salary rates for the faculty in these scenarios as a result of the 5.33% increase provided to these faculty on October 1, 2019, to move them from the July-June cycle to the October-September cycle for general range adjustments. If off-scales and above-scales were included, that number would be higher.

Also, **Attachment 3** is a calculator that may be adjusted to reflect the impact the 5.33% range adjustment had if off-scale salary was included in the calculation.

In addition, **Attachment 4** are Frequently Asked Questions about the impact of the 5.33% range adjustment in 2019 to move the faculty salary range adjustment from the July-June cycle to the October-September cycle and the reasons why an October-September cycle is needed.

Lastly **Attachments 5, 6, and 7** are the 2019 salary plan and salary scale issuance letters. **Attachment 7** states that the 4% range adjustment will be implemented in the span of nine months to accommodate the change from the July-June cycle to the October-September cycle. Although not explicitly stated in the issuance letter (so as not to highlight for other employee populations that they would be receiving a 3% range adjustment while faculty would be receiving a 5.33% range adjustment), the amount of the general range adjustment was 5.33% in 2019 for faculty.

**Fiscal Year Summary: Example Salary Comparisons for an October 1 vs July 1 Effective Dated Range Adjustment**

On-scale base salary estimates only

**EXAMPLE 1 - Without merits/promotion**

	Year	FY Base Salary				Year	FY Base Salary				Year	FY Base Salary		
		October Effective	July Effective	Diff			October Effective	July Effective	Diff			October Effective	July Effective	Diff
<b>Assistant Professor</b>					<b>Associate Professor</b>					<b>Professor</b>				
Step 4	2018-19	\$74,200	\$74,200	\$0	Step 4	2018-19	\$91,600	\$91,600	\$0	Step 7	2018-19	\$142,500	\$142,500	\$0
	2019-20	\$77,125	\$76,400	\$725		2019-20	\$95,275	\$94,300	\$975		2019-20	\$148,200	\$146,800	\$1,400
	2020-21	\$78,100	\$76,400	\$1,700		2020-21	\$96,500	\$94,300	\$2,200		2020-21	\$150,100	\$146,800	\$3,300
	2021-22	\$79,900	\$78,700	\$1,200		2021-22	\$98,675	\$97,100	\$1,575		2021-22	\$153,475	\$151,200	\$2,275
	2022-23	\$82,975	\$81,900	\$1,075		2022-23	\$102,400	\$101,000	\$1,400		2022-23	\$159,250	\$157,300	\$1,950
	2023-24	\$86,725	\$85,700	\$1,025		2023-24	\$107,000	\$105,700	\$1,300		2023-24	\$166,350	\$164,600	\$1,750
	2024-25	\$90,475	\$89,300	\$1,175		2024-25	\$111,650	\$110,200	\$1,450		2024-25	\$173,600	\$171,600	\$2,000
	<b>June 2025 HAPC</b>	<b>\$7,227.08</b>	<b>\$7,136.11</b>	<b>\$90.97</b>		<b>June 2025 HAPC</b>	<b>\$8,918.06</b>	<b>\$8,802.78</b>	<b>\$115.28</b>		<b>June 2025 HAPC</b>	<b>\$13,866.67</b>	<b>\$13,708.33</b>	<b>\$158.33</b>

**EXAMPLE 2 - With estimated merits/promotion**

	Year	FY Base Salary				Year	FY Base Salary				Year	FY Base Salary		
		October Effective	July Effective	Diff			October Effective	July Effective	Diff			October Effective	July Effective	Diff
<b>Assistant Professor</b>					<b>Associate Professor</b>					<b>Professor</b>				
Step 3	2018-19	\$70,200	\$70,200	\$0	Step 1	2018-19	\$78,100	\$78,100	\$0	Step 1	2018-19	\$91,700	\$91,700	\$0
	2019-20	\$72,975	\$72,300	\$675		2019-20	\$81,325	\$80,400	\$925		2019-20	\$95,375	\$94,500	\$875
Merit to Step 4	2020-21	\$78,100	\$76,400	\$1,700	Merit to Step 2	2020-21	\$86,700	\$84,600	\$2,100		2020-21	\$96,600	\$94,500	\$2,100
	2021-22	\$79,900	\$78,700	\$1,200		2021-22	\$88,650	\$87,100	\$1,550	Merit to Step 2	2021-22	\$106,425	\$104,700	\$1,725
Merit to Step 5	2022-23	\$87,350	\$86,100	\$1,250	Merit to Step 3	2022-23	\$96,725	\$95,000	\$1,725		2022-23	\$110,425	\$108,900	\$1,525
	2023-24	\$91,350	\$90,100	\$1,250		2023-24	\$101,225	\$99,400	\$1,825		2023-24	\$115,400	\$114,000	\$1,400
Promo to Assoc Step 1	2024-25	\$100,450	\$98,700	\$1,750	Promo to Prof 1	2024-25	\$111,750	\$109,400	\$2,350	Merit to Step 3	2024-25	\$129,775	\$127,700	\$2,075
	<b>June 2025 HAPC</b>	<b>\$7,754.17</b>	<b>\$7,636.11</b>	<b>\$118.06</b>		<b>June 2025 HAPC</b>	<b>\$8,602.78</b>	<b>\$8,438.89</b>	<b>\$163.89</b>		<b>June 2025 HAPC</b>	<b>\$9,877.78</b>	<b>\$9,738.89</b>	<b>\$138.89</b>

**NOTES:**

- FY Base Salary is calculated as the total salary for July - June of each year.
  - For the October effective date, the salary rate is prorated at 3 months at the rate effective in July and 9 months at the rate effective in October.
- HAPC is highest average monthly salary over any consecutive 36-month period. For the purposes of these examples, the last 3 fiscal years (2022-23, 2023-24, and 2023-24) were used.

**Example 1: Salary Calculations (No Merits/Promo)**

On-scale base salary estimates only

		October 1 Range Adjustment Effective Date							July 1 Range Adjustment Effective Date						
		Range		FY Base					Range		FY Base				
Assistant Prof	Associate Prof	Effective Date	Adjustment %	Annual Rate	Salary	% Change	Monthly Rate	HAPC	Effective Date	Adjustment %	Annual Rate	% Change	Monthly Rate	HAPC	
Assistant, Step 4		7/1/2018		\$74,200	\$74,200				7/1/2018		\$74,200				
		7/1/2019		\$74,200					7/1/2019	3.00%	\$76,400	2.96%			
		10/1/2019	5.33%	\$78,100	\$77,125	5.26%			7/1/2020	0.0%	\$76,400	0.00%			
		7/1/2020		\$78,100					7/1/2021	3.0%	\$78,700	3.01%			
		10/1/2020	0.0%	\$78,100	\$78,100	0.00%			7/1/2022	4.0%	\$81,900	4.07%	\$6,825.00	\$7,136.11 ROUND UP starting in 2022-23	
		7/1/2021		\$78,100					7/1/2023	4.6%	\$85,700	4.64%	\$7,141.67		
		10/1/2021	3.0%	\$80,500	\$79,900	3.07%	\$6,708.33	\$7,227.08	7/1/2024	4.2%	\$89,300	4.20%	\$7,441.67		
		7/1/2022		\$80,500											
		10/1/2022	4.0%	\$83,800	\$82,975	4.10%	\$6,983.33								
		7/1/2023		\$83,800											
		10/1/2023	4.6%	\$87,700	\$86,725	4.65%	\$7,308.33								
		7/1/2024		\$87,700											
		10/1/2024	4.2%	\$91,400	\$90,475	4.22%	\$7,616.67								
													Difference:	\$90.97	
Associate, Step 4		7/1/2018		\$91,600	\$91,600				7/1/2018		\$91,600				
		7/1/2019		\$91,600					7/1/2019	3.00%	\$94,300	2.95%			
		10/1/2019	5.33%	\$96,500	\$95,275	5.35%			7/1/2020	0.0%	\$94,300	0.00%			
		7/1/2020		\$96,500					7/1/2021	3.0%	\$97,100	2.97%			
		10/1/2020	0.0%	\$96,500	\$96,500	0.00%			7/1/2022	4.0%	\$101,000	4.02%	\$8,416.67	\$8,802.78 ROUND UP starting in 2022-23	
		7/1/2021		\$96,500					7/1/2023	4.6%	\$105,700	4.65%	\$8,808.33		
		10/1/2021	3.0%	\$99,400	\$98,675	3.01%	\$8,283.33	\$8,918.06	7/1/2024	4.2%	\$110,200	4.26%	\$9,183.33		
		7/1/2022		\$99,400											
		10/1/2022	4.0%	\$103,400	\$102,400	4.02%	\$8,616.67								
		7/1/2023		\$103,400											
		10/1/2023	4.6%	\$108,200	\$107,000	4.64%	\$9,016.67								
		7/1/2024		\$108,200											
		10/1/2024	4.2%	\$112,800	\$111,650	4.25%	\$9,400.00								
													Difference:	\$115.28	
Full Professor, Step 7		7/1/2018		\$142,500	\$142,500				7/1/2018		\$142,500				
		7/1/2019		\$142,500					7/1/2019	3.00%	\$146,800	3.02%			
		10/1/2019	5.33%	\$150,100	\$148,200	5.33%			7/1/2020	0.0%	\$146,800	0.00%			
		7/1/2020		\$150,100					7/1/2021	3.0%	\$151,200	3.00%			
		10/1/2020	0.0%	\$150,100	\$150,100	0.00%			7/1/2022	4.0%	\$157,300	4.03%	\$13,108.33	\$13,708.33 ROUND UP starting in 2022-23	
		7/1/2021		\$150,100					7/1/2023	4.6%	\$164,600	4.64%	\$13,716.67		
		10/1/2021	3.0%	\$154,600	\$153,475	3.00%	\$12,883.33	\$13,866.67	7/1/2024	4.2%	\$171,600	4.25%	\$14,300.00		
		7/1/2022		\$154,600											
		10/1/2022	4.0%	\$160,800	\$159,250	4.01%	\$13,400.00								
		7/1/2023		\$160,800											
		10/1/2023	4.6%	\$168,200	\$166,350	4.60%	\$14,016.67								
		7/1/2024		\$168,200											
		10/1/2024	4.2%	\$175,400	\$173,600	4.28%	\$14,616.67								
													Difference:	\$158.33	

**NOTES:**

- FY Base Salary is calculated as the total salary for July - June of each year.
  - For the October effective date, the salary rate is prorated at 3 months at the rate effective in July and 9 months at the rate effective in October.
- Faculty salary rates are rounded to the nearest \$100.

**Example 2: Salary Calculations (With Estimated Merits/Promo)**

On-scale base salary estimates only

October 1 Range Adjustment Effective Date								July 1 Range Adjustment Effective Date					
Assistant Prof	Effective Date	Action/Range		FY Base		Monthly Rate	HAPC	Effective Date	Action/Range		Monthly Rate	HAPC	
		Adjustment %	Increase	Annual Rate	Salary				% Change	Increase			Annual Rate
Assistant, Step 3	7/1/2018			\$70,200	\$70,200			7/1/2018		\$70,200			
	7/1/2019			\$70,200				7/1/2019	3.00%	\$72,300	2.99%		
	10/1/2019	5.33%		\$73,900	\$72,975	5.27%							
Assistant, Step 4	7/1/2020	merit		\$78,100		5.68%		7/1/2020	0.0%	\$76,400	5.67%		
	10/1/2020	0.0%		\$78,100	\$78,100	0.00%							
	7/1/2021			\$78,100		0.00%		7/1/2021	3.0%	\$78,700	3.01%		
Assistant, Step 5	10/1/2021	3.0%		\$80,500	\$79,900	3.07%							
	7/1/2022	merit		\$84,800		5.34%	\$7,066.67	7/1/2022	4.0%	\$86,100	9.40%	\$7,175.00	
	10/1/2022	4.0%		\$88,200	\$87,350	4.01%	\$7,350.00					\$7,636.11	
	7/1/2023			\$88,200		0.00%	\$7,350.00	7/1/2023	4.6%	\$90,100	4.65%	\$7,508.33	
Associate, Step 2	10/1/2023	4.6%		\$92,400	\$91,350	4.76%	\$7,700.00						
	7/1/2024	promotion		\$97,300		5.30%	\$8,108.33	7/1/2024	4.2%	\$98,700	9.54%	\$8,225.00	
	10/1/2024	4.2%		\$101,500	\$100,450	4.32%	\$8,458.33					Difference: \$118.06	
Associate Prof	Effective Date	Action/Range		FY Base		Monthly Rate	HAPC	Effective Date	Action/Range		Monthly Rate	HAPC	
		Adjustment %	Increase	Annual Rate	Salary				% Change	Increase			Annual Rate
Associate, Step 1	7/1/2018			\$78,100	\$78,100			7/1/2018		\$78,100			
	7/1/2019			\$78,100				7/1/2019	3.00%	\$80,400	2.94%		
	10/1/2019	5.33%		\$82,400	\$81,325	5.51%							
Associate, Step 2	7/1/2020	merit		\$86,700		5.22%		7/1/2020	0.0%	\$84,600	5.22%		
	10/1/2020	0.0%		\$86,700	\$86,700	0.00%							
	7/1/2021			\$86,700		0.00%		7/1/2021	3.0%	\$87,100	2.96%		
Associate, Step 3	10/1/2021	3.0%		\$89,300	\$88,650	3.00%							
	7/1/2022	merit		\$93,800		5.04%	\$7,816.67	7/1/2022	4.0%	\$95,000	9.07%	\$7,916.67	
	10/1/2022	4.0%		\$97,700	\$96,725	4.16%	\$8,141.67					\$8,438.89	
	7/1/2023			\$97,700		0.00%	\$8,141.67	7/1/2023	4.6%	\$99,400	4.63%	\$8,283.33	
Professor, Step 1	10/1/2023	4.6%		\$102,400	\$101,225	4.81%	\$8,533.33						
	7/1/2024	promotion		\$108,300		5.76%	\$9,025.00	7/1/2024	4.2%	\$109,400	10.06%	\$9,116.67	
	10/1/2024	4.2%		\$112,900	\$111,750	4.25%	\$9,408.33					Difference: \$163.89	
Full Professor	Effective Date	Action/Range		FY Base		Monthly Rate	HAPC	Effective Date	Action/Range		Monthly Rate	HAPC	
		Adjustment %	Increase	Annual Rate	Salary				% Change	Increase			Annual Rate
Professor, Step 1	7/1/2018			\$91,700	\$91,700			7/1/2018		\$91,700			
	7/1/2019			\$91,700				7/1/2019	3.00%	\$94,500	3.05%		
	10/1/2019	5.33%		\$96,600	\$95,375	5.34%							
	7/1/2020			\$96,600		0.00%		7/1/2020	0.0%	\$94,500	0.00%		
	10/1/2020	0.0%		\$96,600	\$96,600	0.00%							
Professor, Step 2	7/1/2021	merit		\$104,100		7.76%		7/1/2021	3.0%	\$104,700	10.79%		
	10/1/2021	3.0%		\$107,200	\$106,425	2.98%							
	7/1/2022			\$107,200		0.00%	\$8,933.33	7/1/2022	4.0%	\$108,900	4.01%	\$9,075.00	
	10/1/2022	4.0%		\$111,500	\$110,425	4.01%	\$9,291.67					\$9,738.89	
Professor, Step 3	7/1/2023			\$111,500		0.00%	\$9,291.67	7/1/2023	4.6%	\$114,000	4.68%	\$9,500.00	
	10/1/2023	4.6%		\$116,700	\$115,400	4.66%	\$9,725.00						
	7/1/2024	merit		\$125,800		7.80%	\$10,483.33	7/1/2024	4.2%	\$127,700	12.02%	\$10,641.67	
	10/1/2024	4.2%		\$131,100	\$129,775	4.21%	\$10,925.00					Difference: \$138.89	

**NOTES:**

- FY Base Salary is calculated as the total salary for July - June of each year.
  - For the October effective date, the salary rate is prorated at 3 months at the rate effective in July and 9 months at the rate effective in October.
- Faculty salary rates are rounded to the nearest \$100.

## Fiscal Year Summary: Example Salary Comparisons for an October 1 vs July 1 Effective Dated Range Adjustment

On-scale base salary estimates only

### EXAMPLE 1 - Without merits/promotion

	Year	FY Base Salary		Diff		Year	FY Base Salary		Diff		Year	FY Base Salary		Diff
		October Effective	July Effective				October Effective	July Effective				October Effective	July Effective	
<b>Assistant Professor</b>					<b>Associate Professor</b>					<b>Professor</b>				
Step 4	2018-19	\$74,200	\$74,200	\$0	Step 4	2018-19	\$91,600	\$91,600	\$0	Step 7	2018-19	\$142,500	\$142,500	\$0
	2019-20	\$77,125	\$77,200	(\$75)		2019-20	\$95,275	\$95,300	(\$25)		2019-20	\$148,200	\$148,200	\$0
	2020-21	\$78,100	\$77,200	\$900		2020-21	\$96,500	\$95,300	\$1,200		2020-21	\$150,100	\$148,200	\$1,900
	2021-22	\$79,900	\$79,500	\$400		2021-22	\$98,675	\$98,200	\$475		2021-22	\$153,475	\$152,600	\$875
	2022-23	\$82,975	\$82,700	\$275		2022-23	\$102,400	\$102,200	\$200		2022-23	\$159,250	\$158,800	\$450
	2023-24	\$86,725	\$86,600	\$125		2023-24	\$107,000	\$107,000	\$0		2023-24	\$166,350	\$166,200	\$150
	2024-25	\$90,475	\$90,300	\$175		2024-25	\$111,650	\$111,500	\$150		2024-25	\$173,600	\$173,200	\$400
	<b>June 2025 HAPC</b>	\$7,227.08	\$7,211.11	\$15.97		<b>June 2025 HAPC</b>	\$8,918.06	\$8,908.33	\$9.72		<b>June 2025 HAPC</b>	\$13,866.67	\$13,838.89	\$27.78

### EXAMPLE 2 - With estimated merits/promotion

	Year	FY Base Salary		Diff		Year	FY Base Salary		Diff		Year	FY Base Salary		Diff
		October Effective	July Effective				October Effective	July Effective				October Effective	July Effective	
<b>Assistant Professor</b>					<b>Associate Professor</b>					<b>Professor</b>				
Step 3	2018-19	\$70,200	\$70,200	\$0	Step 1	2018-19	\$78,100	\$78,100	\$0	Step 1	2018-19	\$91,700	\$91,700	\$0
	2019-20	\$72,975	\$73,000	(\$25)		2019-20	\$81,325	\$81,200	\$125		2019-20	\$95,375	\$95,400	(\$25)
Merit to Step 4	2020-21	\$78,100	\$77,100	\$1,000	Merit to Step 2	2020-21	\$86,700	\$85,400	\$1,300		2020-21	\$96,600	\$95,400	\$1,200
	2021-22	\$79,900	\$79,400	\$500		2021-22	\$88,650	\$88,000	\$650	Merit to Step 2	2021-22	\$106,425	\$105,700	\$725
Merit to Step 5	2022-23	\$87,350	\$86,900	\$450	Merit to Step 3	2022-23	\$96,725	\$96,000	\$725		2022-23	\$110,425	\$110,000	\$425
	2023-24	\$91,350	\$90,900	\$450		2023-24	\$101,225	\$100,500	\$725		2023-24	\$115,400	\$115,100	\$300
Promo to Assoc Step 1	2024-25	\$100,450	\$99,600	\$850	Promo to Prof 1	2024-25	\$111,750	\$110,600	\$1,150	Merit to Step 3	2024-25	\$129,775	\$129,000	\$775
	<b>June 2025 HAPC</b>	\$7,754.17	\$7,705.56	\$48.61		<b>June 2025 HAPC</b>	\$8,602.78	\$8,530.56	\$72.22		<b>June 2025 HAPC</b>	\$9,877.78	\$9,836.11	\$41.67

#### NOTES:

- FY Base Salary is calculated as the total salary for July - June of each year.
  - For the October effective date, the salary rate is prorated at 3 months at the rate effective in July and 9 months at the rate effective in October.
- HAPC is highest average monthly salary over any consecutive 36-month period. For the purposes of these examples, the last 3 fiscal years (2022-23, 2023-24, and 2023-24) were used.

**Example 1: Salary Calculations (No Merits/Promo)**

On-scale base salary estimates only

		October 1 Range Adjustment Effective Date							July 1 Range Adjustment Effective Date						
		Range		FY Base					Range		FY Base				
Assistant Prof	Associate Prof	Effective Date	Adjustment %	Annual Rate	Salary	% Change	Monthly Rate	HAPC	Effective Date	Adjustment %	Annual Rate	% Change	Monthly Rate	HAPC	
Assistant, Step 4		7/1/2018		\$74,200	\$74,200				7/1/2018		\$74,200				
		7/1/2019		\$74,200					7/1/2019	4.00%	\$77,200	4.04%			
		10/1/2019	5.33%	\$78,100	\$77,125	5.26%			7/1/2020	0.0%	\$77,200	0.00%			
		7/1/2020		\$78,100		0.00%			7/1/2021	3.0%	\$79,500	2.98%			
		10/1/2020	0.0%	\$78,100	\$78,100	0.00%			7/1/2022	4.0%	\$82,700	4.03%	\$6,891.67	\$7,211.11 ROUND UP starting in 2022-23	
		7/1/2021		\$78,100		0.00%			7/1/2023	4.6%	\$86,600	4.72%	\$7,216.67		
		10/1/2021	3.0%	\$80,500	\$79,900	3.07%	\$6,708.33	\$7,227.08	7/1/2024	4.2%	\$90,300	4.27%	\$7,525.00		
		7/1/2022		\$80,500		0.00%	\$6,708.33	\$7,227.08							
		10/1/2022	4.0%	\$83,800	\$82,975	4.10%	\$6,983.33								
		7/1/2023		\$83,800		0.00%	\$6,983.33								
		10/1/2023	4.6%	\$87,700	\$86,725	4.65%	\$7,308.33								
		7/1/2024		\$87,700		0.00%	\$7,308.33								
		10/1/2024	4.2%	\$91,400	\$90,475	4.22%	\$7,616.67								
													Difference:	\$15.97	
Associate, Step 4		7/1/2018		\$91,600	\$91,600				7/1/2018		\$91,600				
		7/1/2019		\$91,600					7/1/2019	4.00%	\$95,300	4.04%			
		10/1/2019	5.33%	\$96,500	\$95,275	5.35%			7/1/2020	0.0%	\$95,300	0.00%			
		7/1/2020		\$96,500		0.00%			7/1/2021	3.0%	\$98,200	3.04%			
		10/1/2020	0.0%	\$96,500	\$96,500	0.00%			7/1/2022	4.0%	\$102,200	4.07%	\$8,516.67	\$8,908.33 ROUND UP starting in 2022-23	
		7/1/2021		\$96,500		0.00%			7/1/2023	4.6%	\$107,000	4.70%	\$8,916.67		
		10/1/2021	3.0%	\$99,400	\$98,675	3.01%	\$8,283.33	\$8,918.06	7/1/2024	4.2%	\$111,500	4.21%	\$9,291.67		
		7/1/2022		\$99,400		0.00%	\$8,283.33	\$8,918.06							
		10/1/2022	4.0%	\$103,400	\$102,400	4.02%	\$8,616.67								
		7/1/2023		\$103,400		0.00%	\$8,616.67								
		10/1/2023	4.6%	\$108,200	\$107,000	4.64%	\$9,016.67								
		7/1/2024		\$108,200		0.00%	\$9,016.67								
		10/1/2024	4.2%	\$112,800	\$111,650	4.25%	\$9,400.00								
													Difference:	\$9.72	
Full Professor		7/1/2018		\$142,500	\$142,500				7/1/2018		\$142,500				
		7/1/2019		\$142,500					7/1/2019	4.00%	\$148,200	4.00%			
		10/1/2019	5.33%	\$150,100	\$148,200	5.33%			7/1/2020	0.0%	\$148,200	0.00%			
		7/1/2020		\$150,100		0.00%			7/1/2021	3.0%	\$152,600	2.97%			
		10/1/2020	0.0%	\$150,100	\$150,100	0.00%			7/1/2022	4.0%	\$158,800	4.06%	\$13,233.33	\$13,838.89 ROUND UP starting in 2022-23	
		7/1/2021		\$150,100		0.00%			7/1/2023	4.6%	\$166,200	4.66%	\$13,850.00		
		10/1/2021	3.0%	\$154,600	\$153,475	3.00%	\$12,883.33	\$13,866.67	7/1/2024	4.2%	\$173,200	4.21%	\$14,433.33		
		7/1/2022		\$154,600		0.00%	\$12,883.33	\$13,866.67							
		10/1/2022	4.0%	\$160,800	\$159,250	4.01%	\$13,400.00								
		7/1/2023		\$160,800		0.00%	\$13,400.00								
		10/1/2023	4.6%	\$168,200	\$166,350	4.60%	\$14,016.67								
		7/1/2024		\$168,200		0.00%	\$14,016.67								
		10/1/2024	4.2%	\$175,400	\$173,600	4.28%	\$14,616.67								
													Difference:	\$27.78	

**NOTES:**

- FY Base Salary is calculated as the total salary for July - June of each year.
  - For the October effective date, the salary rate is prorated at 3 months at the rate effective in July and 9 months at the rate effective in October.
- Faculty salary rates are rounded to the nearest \$100.

**Example 2: Salary Calculations (With Estimated Merits/Promo)**

On-scale base salary estimates only

October 1 Range Adjustment Effective Date								July 1 Range Adjustment Effective Date					
Assistant Prof	Effective Date	Action/Range		FY Base		Monthly Rate	HAPC	Effective Date	Action/Range		Monthly Rate	HAPC	
		Adjustment %	Increase	Annual Rate	Salary				% Change	Increase			Annual Rate
Assistant, Step 3	7/1/2018			\$70,200	\$70,200			7/1/2018		\$70,200			
	7/1/2019			\$70,200				7/1/2019	4.00%	\$73,000	3.99%		
	10/1/2019	5.33%		\$73,900	\$72,975	5.27%							
Assistant, Step 4	7/1/2020	merit		\$78,100		5.68%		7/1/2020	0.0%	\$77,100	5.62%		
	10/1/2020	0.0%		\$78,100	\$78,100	0.00%							
	7/1/2021			\$78,100		0.00%		7/1/2021	3.0%	\$79,400	2.98%		
Assistant, Step 5	10/1/2021	3.0%		\$80,500	\$79,900	3.07%							
	7/1/2022	merit		\$84,800		5.34%	\$7,066.67	7/1/2022	4.0%	\$86,900	9.45%	\$7,241.67	
	10/1/2022	4.0%		\$88,200	\$87,350	4.01%	\$7,350.00					\$7,705.56 ROUND UP starting in 2022-23	
	7/1/2023			\$88,200		0.00%	\$7,350.00	7/1/2023	4.6%	\$90,900	4.60%	\$7,575.00	
Associate, Step 2	10/1/2023	4.6%		\$92,400	\$91,350	4.76%	\$7,700.00						
	7/1/2024	promotion		\$97,300		5.30%	\$8,108.33	7/1/2024	4.2%	\$99,600	9.57%	\$8,300.00	
	10/1/2024	4.2%		\$101,500	\$100,450	4.32%	\$8,458.33					Difference: \$48.61	
Associate Prof	Effective Date	Action/Range		FY Base		Monthly Rate	HAPC	Effective Date	Action/Range		Monthly Rate	HAPC	
		Adjustment %	Increase	Annual Rate	Salary				% Change	Increase			Annual Rate
Associate, Step 1	7/1/2018			\$78,100	\$78,100			7/1/2018		\$78,100			
	7/1/2019			\$78,100				7/1/2019	4.00%	\$81,200	3.97%		
	10/1/2019	5.33%		\$82,400	\$81,325	5.51%							
Associate, Step 2	7/1/2020	merit		\$86,700		5.22%		7/1/2020	0.0%	\$85,400	5.17%		
	10/1/2020	0.0%		\$86,700	\$86,700	0.00%							
	7/1/2021			\$86,700		0.00%		7/1/2021	3.0%	\$88,000	3.04%		
Associate, Step 3	10/1/2021	3.0%		\$89,300	\$88,650	3.00%							
	7/1/2022	merit		\$93,800		5.04%	\$7,816.67	7/1/2022	4.0%	\$96,000	9.09%	\$8,000.00	
	10/1/2022	4.0%		\$97,700	\$96,725	4.16%	\$8,141.67					\$8,530.56 ROUND UP starting in 2022-23	
	7/1/2023			\$97,700		0.00%	\$8,141.67	7/1/2023	4.6%	\$100,500	4.69%	\$8,375.00	
Professor, Step 1	10/1/2023	4.6%		\$102,400	\$101,225	4.81%	\$8,533.33						
	7/1/2024	promotion		\$108,300		5.76%	\$9,025.00	7/1/2024	4.2%	\$110,600	10.05%	\$9,216.67	
	10/1/2024	4.2%		\$112,900	\$111,750	4.25%	\$9,408.33					Difference: \$72.22	
Full Professor	Effective Date	Action/Range		FY Base		Monthly Rate	HAPC	Effective Date	Action/Range		Monthly Rate	HAPC	
		Adjustment %	Increase	Annual Rate	Salary				% Change	Increase			Annual Rate
Professor, Step 1	7/1/2018			\$91,700	\$91,700			7/1/2018		\$91,700			
	7/1/2019			\$91,700				7/1/2019	4.00%	\$95,400	4.03%		
	10/1/2019	5.33%		\$96,600	\$95,375	5.34%							
	7/1/2020			\$96,600		0.00%		7/1/2020	0.0%	\$95,400	0.00%		
	10/1/2020	0.0%		\$96,600	\$96,600	0.00%							
Professor, Step 2	7/1/2021	merit		\$104,100		7.76%		7/1/2021	3.0%	\$105,700	10.80%		
	10/1/2021	3.0%		\$107,200	\$106,425	2.98%							
	7/1/2022			\$107,200		0.00%	\$8,933.33	7/1/2022	4.0%	\$110,000	4.07%	\$9,166.67	
	10/1/2022	4.0%		\$111,500	\$110,425	4.01%	\$9,291.67					\$9,836.11 ROUND UP starting in 2022-23	
Professor, Step 3	7/1/2023			\$111,500		0.00%	\$9,291.67	7/1/2023	4.6%	\$115,100	4.64%	\$9,591.67	
	10/1/2023	4.6%		\$116,700	\$115,400	4.66%	\$9,725.00						
	7/1/2024	merit		\$125,800		7.80%	\$10,483.33	7/1/2024	4.2%	\$129,000	12.08%	\$10,750.00	
	10/1/2024	4.2%		\$131,100	\$129,775	4.21%	\$10,925.00					Difference: \$41.67	

**NOTES:**

- FY Base Salary is calculated as the total salary for July - June of each year.
  - For the October effective date, the salary rate is prorated at 3 months at the rate effective in July and 9 months at the rate effective in October.
- Faculty salary rates are rounded to the nearest \$100.

**Fiscal Year Summary: Example Salary Comparisons for an October 1 vs July 1 Effective Dated Range Adjustment**

Enter Off-Scale Amount: **\$25,000** <-- Enter any off-scale amount here to update the models below.  
 Select July 1, 2019 RA %: **4%** <-- Selecting 3% will model what was given to policy covered staff on 7/1/2019. Selecting 4% will model the additional 1% faculty received in 2019.

**EXAMPLE 1 - Without merits/promotion**

Assistant Professor					Associate Professor					Professor				
Step 4	Year	FY Base Salary		Diff	Step 4	Year	FY Base Salary		Diff	Step 7	Year	FY Base Salary		Diff
		October	July Effective				October	July Effective				October	July	
	2018-19	\$99,200	\$99,200	\$0		2018-19	\$116,600	\$116,600	\$0		2018-19	\$167,500	\$167,500	\$0
	2019-20	\$103,100	\$103,200	(\$100)		2019-20	\$121,250	\$121,300	(\$50)		2019-20	\$174,175	\$174,200	(\$25)
	2020-21	\$104,400	\$103,200	\$1,200		2020-21	\$122,800	\$121,300	\$1,500		2020-21	\$176,400	\$174,200	\$2,200
	2021-22	\$106,800	\$106,300	\$500		2021-22	\$125,575	\$125,000	\$575		2021-22	\$180,375	\$179,400	\$975
	2022-23	\$110,900	\$110,600	\$300		2022-23	\$130,325	\$130,100	\$225		2022-23	\$187,175	\$186,700	\$475
	2023-24	\$115,900	\$115,800	\$100		2023-24	\$136,175	\$136,200	(\$25)		2023-24	\$195,525	\$195,400	\$125
	2024-25	\$120,875	\$120,700	\$175		2024-25	\$142,050	\$141,900	\$150		2024-25	\$204,000	\$203,600	\$400
		<b>Total Difference: \$2,175</b>					<b>Total Difference: \$2,375</b>					<b>Total Difference: \$4,150</b>		
	<b>June 2025 HAPC</b>	\$9,657.64	\$9,641.67	\$15.97		<b>June 2025 HAPC</b>	\$11,348.61	\$11,338.89	\$9.72		<b>June 2025 HAPC</b>	\$16,297.22	\$16,269.44	\$27.78

**EXAMPLE 2 - With estimated merits/promotion**

Assistant Professor					Associate Professor					Professor				
Step 3	Year	FY Base Salary		Diff	Step 1	Year	FY Base Salary		Diff	Step 1	Year	FY Base Salary		Diff
		October	July				October	July				October	July	
	2018-19	\$95,200	\$95,200	\$0		2018-19	\$103,100	\$103,100	\$0		2018-19	\$116,700	\$116,700	\$0
	2019-20	\$98,950	\$99,000	(\$50)		2019-20	\$107,300	\$107,200	\$100		2019-20	\$121,350	\$121,400	(\$50)
Merit to Step 4	2020-21	\$104,400	\$103,200	\$1,200	Merit to Step 2	2020-21	\$113,000	\$111,500	\$1,500		2020-21	\$122,900	\$121,400	\$1,500
	2021-22	\$106,800	\$106,300	\$500		2021-22	\$115,550	\$114,900	\$650	Merit to Step 2	2021-22	\$133,325	\$132,700	\$625
Merit to Step 5	2022-23	\$115,275	\$114,800	\$475	Merit to Step 3	2022-23	\$124,650	\$124,300	\$350		2022-23	\$138,350	\$138,100	\$250
	2023-24	\$120,525	\$120,200	\$325		2023-24	\$130,400	\$130,100	\$300		2023-24	\$144,575	\$144,500	\$75
Promo to Assoc Step 1	2024-25	\$130,850	\$130,500	\$350	Promo to Prof 1	2024-25	\$142,150	\$142,000	\$150	Merit to Step 3	2024-25	\$160,175	\$159,700	\$475
		<b>Total Difference: \$2,800</b>					<b>Total Difference: \$3,050</b>					<b>Total Difference: \$2,875</b>		
	<b>June 2025 HAPC</b>	\$10,184.72	\$10,152.78	\$31.94		<b>June 2025 HAPC</b>	\$11,033.33	\$10,716.67	\$316.67		<b>June 2025 HAPC</b>	\$12,308.33	\$12,105.56	\$202.78

**NOTES:**

- FY Base Salary is calculated as the total salary for July - June of each year.
  - For the October effective date, the salary rate is prorated at 3 months at the rate effective in July and 9 months at the rate effective in October.
- HAPC is highest average monthly salary over any consecutive 36-month period. For the purposes of these examples, the last 3 fiscal years (2022-23, 2023-24, and 2023-24) were used.



**Example 1: Salary Calculations (No Merits/Promo)**

October 1 Range Adjustment Effective Date											July 1 Range Adjustment Effective Date																				
Assistant Prof	Range		FY Base								HAPC	Effective Date	Range		FY Base								HAPC								
	Effective Date	Adjustment %	Scale Rate	Off-Scale	Annual Rate	Salary	% Change	Monthly Rate	Scale Rate	Off-Scale			Annual Rate	Salary	% Change	Monthly Rate															
Assistant, Step 4	7/1/2018		\$74,200	\$25,000	\$99,200	\$99,200									7/1/2018		\$74,200	\$25,000	\$99,200												
	7/1/2019		\$74,200	\$25,000	\$99,200	\$99,200									7/1/2019	4.0%	\$77,200	\$26,000	\$103,200	4.03%											
	10/1/2019	5.33%	\$78,100	\$26,300	\$104,400	\$103,100	5.24%								7/1/2020	0.0%	\$77,200	\$26,000	\$103,200	0.00%											
	7/1/2020		\$78,100	\$26,300	\$104,400	\$104,400									7/1/2021	3.0%	\$79,500	\$26,800	\$106,300	3.00%											
	10/1/2020	0.0%	\$78,100	\$26,300	\$104,400	\$104,400	0.00%								7/1/2022	4.0%	\$82,700	\$27,900	\$110,600	4.05%	\$9,216.67	\$9,641.67	ROUND UP starting in 2022-23								
	7/1/2021		\$78,100	\$26,300	\$104,400	\$106,800	3.07%								7/1/2023	4.6%	\$86,600	\$29,200	\$115,800	4.70%	\$9,650.00										
	10/1/2021	3.0%	\$80,500	\$27,100	\$107,600	\$110,900	4.09%	\$8,966.67	\$9,657.64						7/1/2024	4.2%	\$90,300	\$30,400	\$120,700	4.23%	\$10,058.33										
	7/1/2022		\$80,500	\$27,100	\$107,600	\$112,000	4.09%	\$9,333.33																							
	10/1/2022	4.0%	\$83,800	\$28,200	\$112,000	\$115,900	4.64%	\$9,766.67																							
	7/1/2023		\$83,800	\$28,200	\$112,000	\$120,875	4.18%	\$10,175.00																							
	10/1/2023	4.6%	\$87,700	\$29,500	\$117,200																										
	7/1/2024		\$87,700	\$29,500	\$117,200																										
	10/1/2024	4.2%	\$91,400	\$30,700	\$122,100																										
											Difference: \$15.97																				
Associate Prof	Range		FY Base								HAPC	Effective Date	Range		FY Base								HAPC								
	Effective Date	Adjustment %	Scale Rate	Off-Scale	Annual Rate	Salary	% Change	Monthly Rate	Scale Rate	Off-Scale			Annual Rate	Salary	% Change	Monthly Rate															
Associate, Step 4	7/1/2018		\$91,600	\$25,000	\$116,600	\$116,600									7/1/2018		\$91,600	\$25,000	\$116,600												
	7/1/2019		\$91,600	\$25,000	\$116,600	\$116,600									7/1/2019	4.0%	\$95,300	\$26,000	\$121,300	4.03%											
	10/1/2019	5.33%	\$96,500	\$26,300	\$122,800	\$121,250	5.32%								7/1/2020	0.0%	\$95,300	\$26,000	\$121,300	0.00%											
	7/1/2020		\$96,500	\$26,300	\$122,800	\$122,800									7/1/2021	3.0%	\$98,200	\$26,800	\$125,000	3.05%											
	10/1/2020	0.0%	\$96,500	\$26,300	\$122,800	\$125,575	3.01%								7/1/2022	4.0%	\$102,200	\$27,900	\$130,100	4.08%	\$10,841.67	\$11,338.89	Salary Scales ROUND UP starting in 2022-23								
	7/1/2021		\$96,500	\$26,300	\$122,800	\$130,325	4.03%	\$10,541.67	\$11,348.61						7/1/2023	4.6%	\$107,000	\$29,200	\$136,200	4.69%	\$11,350.00										
	10/1/2021	3.0%	\$99,400	\$27,100	\$126,500	\$137,700	4.64%	\$11,475.00							7/1/2024	4.2%	\$111,500	\$30,400	\$141,900	4.19%	\$11,825.00										
	7/1/2022		\$99,400	\$27,100	\$126,500	\$142,050	4.21%	\$11,958.33																							
	10/1/2022	4.0%	\$103,400	\$28,200	\$131,600																										
	7/1/2023		\$103,400	\$28,200	\$131,600																										
	10/1/2023	4.6%	\$108,200	\$29,500	\$137,700																										
	7/1/2024		\$108,200	\$29,500	\$137,700																										
	10/1/2024	4.2%	\$112,800	\$30,700	\$143,500																										
											Difference: \$9.72																				
Full Professor	Range		FY Base								HAPC	Effective Date	Range		FY Base								HAPC								
	Effective Date	Adjustment %	Scale Rate	Off-Scale	Annual Rate	Salary	% Change	Monthly Rate	Scale Rate	Off-Scale			Annual Rate	Salary	% Change	Monthly Rate															
Professor, Step 7	7/1/2018		\$142,500	\$25,000	\$167,500	\$167,500									7/1/2018		\$142,500	\$25,000	\$167,500												
	7/1/2019		\$142,500	\$25,000	\$167,500	\$167,500									7/1/2019	4.0%	\$148,200	\$26,000	\$174,200	4.00%											
	10/1/2019	5.33%	\$150,100	\$26,300	\$176,400	\$174,175	5.31%								7/1/2020	0.0%	\$148,200	\$26,000	\$174,200	0.00%											
	7/1/2020		\$150,100	\$26,300	\$176,400	\$180,375	3.00%								7/1/2021	3.0%	\$152,600	\$26,800	\$179,400	2.99%											
	10/1/2020	0.0%	\$150,100	\$26,300	\$176,400	\$181,700	3.00%								7/1/2022	4.0%	\$158,800	\$27,900	\$186,700	4.07%	\$15,558.33	\$16,269.44	Salary Scales ROUND UP starting in 2022-23								
	7/1/2021		\$150,100	\$26,300	\$176,400	\$187,175	4.02%	\$15,141.67	\$16,297.22						7/1/2023	4.6%	\$166,200	\$29,200	\$195,400	4.66%	\$16,283.33										
	10/1/2021	3.0%	\$154,600	\$27,100	\$181,700	\$195,525	4.60%	\$16,475.00							7/1/2024	4.2%	\$173,200	\$30,400	\$203,600	4.20%	\$16,966.67										
	7/1/2022		\$154,600	\$27,100	\$181,700	\$204,000	4.25%	\$17,175.00																							
	10/1/2022	4.0%	\$160,800	\$28,200	\$189,000																										
	7/1/2023		\$160,800	\$28,200	\$189,000																										
	10/1/2023	4.6%	\$168,200	\$29,500	\$197,700																										
	7/1/2024		\$168,200	\$29,500	\$197,700																										
	10/1/2024	4.2%	\$175,400	\$30,700	\$206,100																										
											Difference: \$27.78																				

**NOTES:**

- FY Base Salary is calculated as the total salary for July - June of each year.
  - For the October effective date, the salary rate is prorated at 3 months at the rate effective in July and 9 months at the rate effective in October.
- Faculty salary scale rates are rounded to the nearest \$100 until 2022-23 when they were rounded up to the next \$100. Off-scales continue to be rounded to the nearest \$100.

**Example 2: Salary Calculations (With Estimated Merits/Promo)**

October 1 Range Adjustment Effective Date											July 1 Range Adjustment Effective Date											
	Action/Range		FY Base								HAPC	Action/Range		FY Base								HAPC
	Effective Date	Adjustment %	Scale Rate	Off-Scale	Annual Rate	Salary	% Change	Monthly Rate	Effective Date	Adjustment %		Scale Rate	Off-Scale	Annual Rate	% Change	Monthly Rate						
Assistant, Step 3	7/1/2018		\$70,200	\$25,000	\$95,200	\$95,200			7/1/2018	4.0%	\$70,200	\$25,000	\$95,200	3.99%								
	7/1/2019		\$70,200	\$25,000	\$95,200	\$95,200			7/1/2019		\$73,000	\$26,000	\$99,000									
	10/1/2019	5.33%	\$73,900	\$26,300	\$100,200	\$98,950	5.25%															
Assistant, Step 4	7/1/2020	merit	\$78,100	\$26,300	\$104,400	\$103,350	4.19%		7/1/2020	merit	\$77,200	\$26,000	\$103,200	4.24%								
	10/1/2020	0.0%	\$78,100	\$26,300	\$104,400	\$104,400	0.00%		7/1/2020	0.0%	\$77,200	\$26,000	\$103,200	0.00%								
	10/1/2021	3.0%	\$80,500	\$27,100	\$107,600	\$106,800	3.07%		7/1/2021	3.0%	\$79,500	\$26,800	\$106,300	3.00%								
Assistant, Step 5	7/1/2022	merit	\$84,800	\$27,100	\$111,900	\$110,825	4.00%	\$9,325.00	\$10,184.72	7/1/2022	Merit	\$83,500	\$26,800	\$110,300	3.76%							
	10/1/2022	4.0%	\$88,200	\$28,200	\$116,400	\$115,275	4.02%	\$9,700.00		7/1/2022	4.0%	\$86,900	\$27,900	\$114,800	4.08%	\$9,566.67						
	10/1/2023	4.6%	\$92,400	\$29,500	\$121,900	\$120,525	4.73%	\$10,158.33		7/1/2023	4.6%	\$91,000	\$29,200	\$120,200	4.70%	\$10,016.67						
Associate, Step 2	7/1/2024	promotion	\$97,300	\$29,500	\$126,800	\$125,575	4.02%	\$10,566.67		7/1/2024	promotion	\$96,000	\$29,200	\$125,200	4.16%							
	10/1/2024	4.2%	\$101,500	\$30,700	\$132,200	\$130,850	4.26%	\$11,016.67		7/1/2024	4.2%	\$100,100	\$30,400	\$130,500	4.23%	\$10,875.00						
															Difference:	\$31.94						
	Action/Range		FY Base								HAPC	Action/Range		FY Base								HAPC
	Effective Date	Adjustment %	Scale Rate	Off-Scale	Annual Rate	Salary	% Change	Monthly Rate	Effective Date	Adjustment %		Scale Rate	Off-Scale	Annual Rate	% Change	Monthly Rate						
Associate Prof	7/1/2018		\$78,100	\$25,000	\$103,100	\$103,100			7/1/2018		\$78,100	\$25,000	\$103,100									
	7/1/2019		\$78,100	\$25,000	\$103,100	\$103,100			7/1/2019	4.0%	\$81,200	\$26,000	\$107,200	3.98%								
	10/1/2019	5.33%	\$82,400	\$26,300	\$108,700	\$107,300	5.43%															
Associate, Step 2	7/1/2020	merit	\$86,700	\$26,300	\$113,000	\$111,925	3.96%		7/1/2020	merit	\$85,500	\$26,000	\$111,500	4.01%								
	10/1/2020	0.0%	\$86,700	\$26,300	\$113,000	\$113,000	0.00%		7/1/2020	0.0%	\$85,500	\$26,000	\$111,500	0.00%								
	7/1/2021		\$86,700	\$26,300	\$113,000	\$113,000	0.00%		7/1/2021	3.0%	\$88,100	\$26,800	\$114,900	3.05%								
10/1/2021	3.0%	\$89,300	\$27,100	\$116,400	\$115,550	3.01%																
Associate, Step 3	7/1/2022	merit	\$93,800	\$27,100	\$120,900	\$119,775	3.87%	\$10,075.00	\$11,033.33	7/1/2022	merit	\$92,600	\$26,800	\$119,400	3.92%	\$9,950.00						
	10/1/2022	4.0%	\$97,700	\$28,200	\$125,900	\$124,650	4.14%	\$10,491.67		7/1/2022	4.0%	\$96,400	\$27,900	\$124,300	4.10%	\$10,716.67						
	7/1/2023		\$97,700	\$28,200	\$125,900	\$125,900	0.00%	\$10,491.67		7/1/2023	4.6%	\$100,900	\$29,200	\$130,100	4.67%	\$10,841.67						
10/1/2023	4.6%	\$102,400	\$29,500	\$131,900	\$130,400	4.77%	\$10,991.67															
Professor, Step 1	7/1/2024	promotion	\$108,300	\$29,500	\$137,800	\$136,325	4.47%	\$11,483.33		7/1/2024	promotion	\$107,100	\$29,200	\$136,300	4.77%	\$11,358.33						
	10/1/2024	4.2%	\$112,900	\$30,700	\$143,600	\$142,150	4.21%	\$11,966.67		7/1/2024	4.2%	\$111,600	\$30,400	\$142,000	4.18%	\$11,358.33						
															Difference:	\$316.67						
	Action/Range		FY Base								HAPC	Action/Range		FY Base								HAPC
	Effective Date	Adjustment %	Scale Rate	Off-Scale	Annual Rate	Salary	% Change	Monthly Rate	Effective Date	Adjustment %		Scale Rate	Off-Scale	Annual Rate	% Change	Monthly Rate						
Full Professor	7/1/2018		\$91,700	\$25,000	\$116,700	\$116,700			7/1/2018		\$91,700	\$25,000	\$116,700									
	7/1/2019		\$91,700	\$25,000	\$116,700	\$116,700			7/1/2019	4.0%	\$95,400	\$26,000	\$121,400	4.03%								
	10/1/2019	5.33%	\$96,600	\$26,300	\$122,900	\$121,350	5.31%															
7/1/2020		\$96,600	\$26,300	\$122,900	\$122,900	0.00%		7/1/2020	0.0%	\$95,400	\$26,000	\$121,400	0.00%									
10/1/2020	0.0%	\$96,600	\$26,300	\$122,900	\$122,900	0.00%																
Professor, Step 2	7/1/2021	merit	\$104,100	\$26,300	\$130,400	\$128,525	6.10%		7/1/2021	merit	\$102,800	\$26,000	\$128,800	6.10%								
	10/1/2021	3.0%	\$107,200	\$27,100	\$134,300	\$133,325	2.99%		7/1/2021	3.0%	\$105,900	\$26,800	\$132,700	3.03%								
	7/1/2022		\$107,200	\$27,100	\$134,300	\$134,300	0.00%	\$11,191.67	\$12,308.33	7/1/2022	4.0%	\$110,200	\$27,900	\$138,100	7.22%	\$11,508.33						
10/1/2022	4.0%	\$111,500	\$28,200	\$139,700	\$138,350	4.02%	\$11,641.67															
7/1/2023		\$111,500	\$28,200	\$139,700	\$139,700	0.00%	\$11,641.67		7/1/2023	4.6%	\$115,300	\$29,200	\$144,500	4.63%	\$12,041.67							
10/1/2023	4.6%	\$116,700	\$29,500	\$146,200	\$144,575	4.65%	\$12,183.33															
Professor, Step 3	7/1/2024	merit	\$125,800	\$29,500	\$155,300	\$153,025	6.22%	\$12,941.67		7/1/2024	merit	\$124,000	\$29,200	\$153,200	6.02%	\$12,766.67						
	10/1/2024	4.2%	\$131,100	\$30,700	\$161,800	\$160,175	4.19%	\$13,483.33		7/1/2024	4.2%	\$129,300	\$30,400	\$159,700	4.2%	\$12,766.67						
															Difference:	\$202.78						

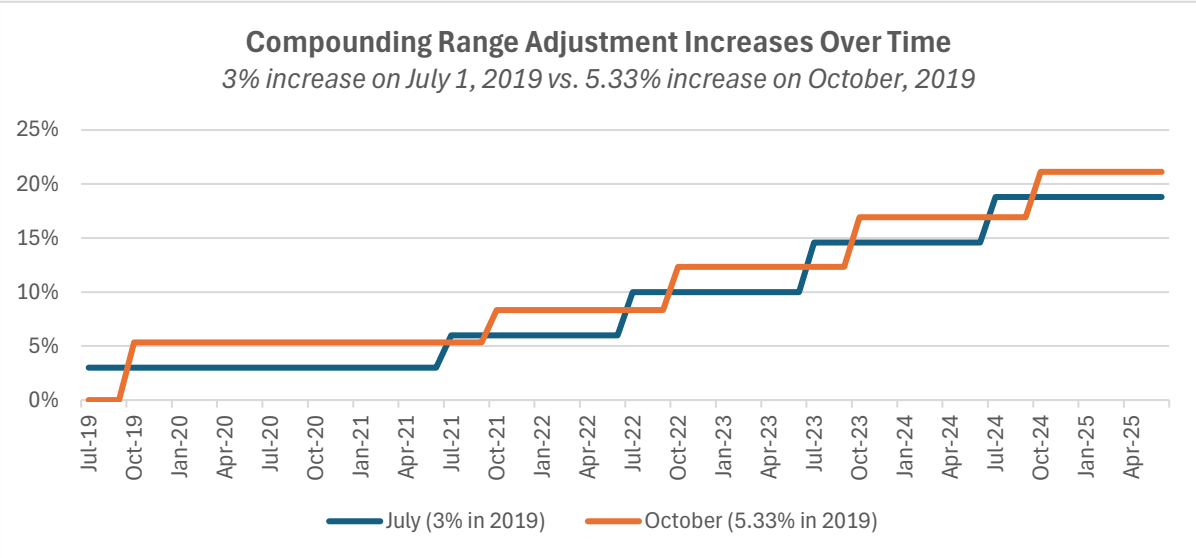
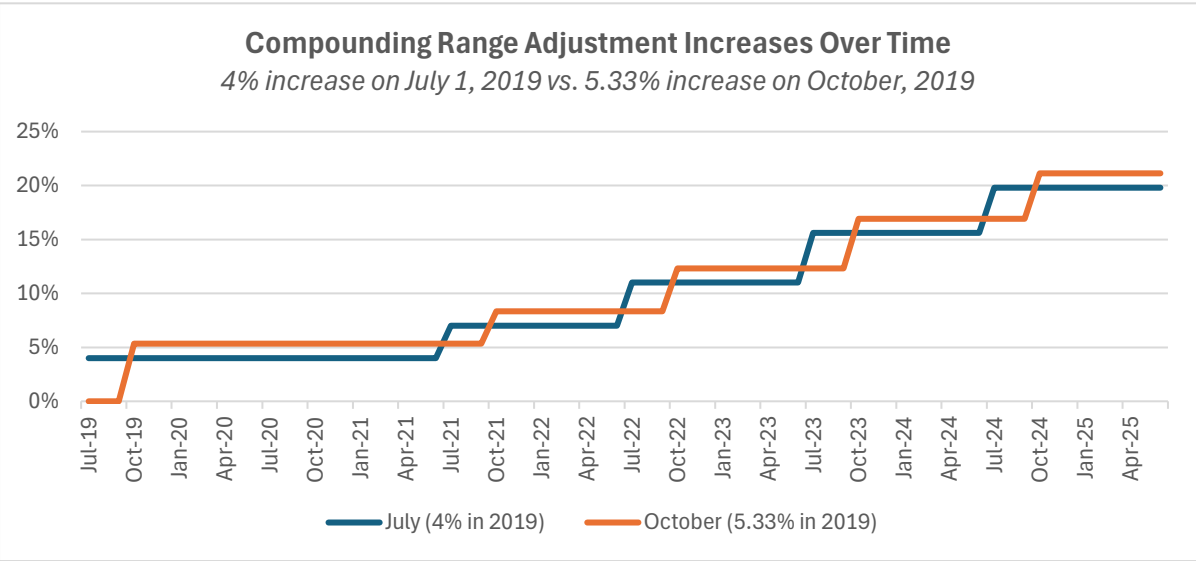
- NOTES:**
- FY Base Salary is calculated as the total salary for July - June of each year.
    - For the October effective date, the salary rate is prorated at 3 months at the rate effective in July and 9 months at the rate effective in October.
  - Faculty salary scale rates are rounded to the nearest \$100 until 2022-23 when they were rounded up to the next \$100. Off-scales continue to be rounded to the nearest \$100.

## July 1 Salary Scale Mock-ups

		Actual Scale	Scale Mock-Up				
			4%	3%	4%	4.6%	4.2%
Assistant Professor	I	<b>7/1/2018</b>	<b>7/1/2019</b>	<b>7/1/2021</b>	<b>7/1/2022</b>	<b>7/1/2023</b>	<b>7/1/2024</b>
	II	\$62,700	\$65,200	\$67,200	\$69,900	\$73,200	\$76,300
	III	\$66,600	\$69,300	\$71,400	\$74,300	\$77,800	\$81,100
	IV	\$70,200	\$73,000	\$75,200	\$78,300	\$82,000	\$85,500
	V	\$74,200	\$77,200	\$79,500	\$82,700	\$86,600	\$90,300
	VI	\$78,000	\$81,100	\$83,500	\$86,900	\$91,000	\$94,900
		\$82,100	\$85,400	\$88,000	\$91,600	\$95,900	\$100,000
Associate Professor	I						
	II	\$78,100	\$81,200	\$83,600	\$87,000	\$91,100	\$95,000
	III	\$82,200	\$85,500	\$88,100	\$91,700	\$96,000	\$100,100
	IV	\$86,400	\$89,900	\$92,600	\$96,400	\$100,900	\$105,200
	V	\$91,600	\$95,300	\$98,200	\$102,200	\$107,000	\$111,500
		\$98,700	\$102,700	\$105,800	\$110,100	\$115,200	\$120,100
Professor	I						
	II	\$91,700	\$95,400	\$98,300	\$102,300	\$107,100	\$111,600
	III	\$98,800	\$102,800	\$105,900	\$110,200	\$115,300	\$120,200
	IV	\$106,300	\$110,600	\$113,900	\$118,500	\$124,000	\$129,300
	V	\$114,100	\$118,700	\$122,300	\$127,200	\$133,100	\$138,700
	VI	\$122,500	\$127,400	\$131,200	\$136,500	\$142,800	\$148,800
	VII	\$132,100	\$137,400	\$141,500	\$147,200	\$154,000	\$160,500
	VIII	\$142,500	\$148,200	\$152,600	\$158,800	\$166,200	\$173,200
	IX	\$154,100	\$160,300	\$165,100	\$171,800	\$179,800	\$187,400
		\$167,200	\$173,900	\$179,100	\$186,300	\$194,900	\$203,100

	<b>July (4% in 2019)</b>		<b>October (5.33% in 2019)</b>		<b>July (3% in 2019)</b>		<b>October (5.33% in 2019)</b>	
Jul-19	4%	0	Jul-19	3%	0			
Aug-19	4%	0	Aug-19	3%	0			
Sep-19	4%	0	Sep-19	3%	0			
Oct-19	4%	5.33%	Oct-19	3%	5.33%			
Nov-19	4%	5.33%	Nov-19	3%	5.33%			
Dec-19	4%	5.33%	Dec-19	3%	5.33%			
Jan-20	4%	5.33%	Jan-20	3%	5.33%			
Feb-20	4%	5.33%	Feb-20	3%	5.33%			
Mar-20	4%	5.33%	Mar-20	3%	5.33%			
Apr-20	4%	5.33%	Apr-20	3%	5.33%			
May-20	4%	5.33%	May-20	3%	5.33%			
Jun-20	4%	5.33%	Jun-20	3%	5.33%			
Jul-20	4%	5.33%	Jul-20	3%	5.33%			
Aug-20	4%	5.33%	Aug-20	3%	5.33%			
Sep-20	4%	5.33%	Sep-20	3%	5.33%			
Oct-20	4%	5.33%	Oct-20	3%	5.33%			
Nov-20	4%	5.33%	Nov-20	3%	5.33%			
Dec-20	4%	5.33%	Dec-20	3%	5.33%			
Jan-21	4%	5.33%	Jan-21	3%	5.33%			
Feb-21	4%	5.33%	Feb-21	3%	5.33%			
Mar-21	4%	5.33%	Mar-21	3%	5.33%			
Apr-21	4%	5.33%	Apr-21	3%	5.33%			
May-21	4%	5.33%	May-21	3%	5.33%			
Jun-21	4%	5.33%	Jun-21	3%	5.33%			
Jul-21	7%	5.33%	Jul-21	6%	5.33%			
Aug-21	7%	5.33%	Aug-21	6%	5.33%			
Sep-21	7%	5.33%	Sep-21	6%	5.33%			
Oct-21	7%	8.33%	Oct-21	6%	8.33%			
Nov-21	7%	8.33%	Nov-21	6%	8.33%			
Dec-21	7%	8.33%	Dec-21	6%	8.33%			
Jan-22	7%	8.33%	Jan-22	6%	8.33%			
Feb-22	7%	8.33%	Feb-22	6%	8.33%			
Mar-22	7%	8.33%	Mar-22	6%	8.33%			
Apr-22	7%	8.33%	Apr-22	6%	8.33%			
May-22	7%	8.33%	May-22	6%	8.33%			
Jun-22	7%	8.33%	Jun-22	6%	8.33%			
Jul-22	11%	8.33%	Jul-22	10%	8.33%			
Aug-22	11%	8.33%	Aug-22	10%	8.33%			
Sep-22	11%	8.33%	Sep-22	10%	8.33%			
Oct-22	11%	12.33%	Oct-22	10%	12.33%			
Nov-22	11%	12.33%	Nov-22	10%	12.33%			
Dec-22	11%	12.33%	Dec-22	10%	12.33%			
Jan-23	11%	12.33%	Jan-23	10%	12.33%			

Feb-23	11%	12.33%	Feb-23	10%	12.33%
Mar-23	11%	12.33%	Mar-23	10%	12.33%
Apr-23	11%	12.33%	Apr-23	10%	12.33%
May-23	11%	12.33%	May-23	10%	12.33%
Jun-23	11%	12.33%	Jun-23	10%	12.33%
Jul-23	15.60%	12.33%	Jul-23	14.60%	12.33%
Aug-23	15.60%	12.33%	Aug-23	14.60%	12.33%
Sep-23	15.60%	12.33%	Sep-23	14.60%	12.33%
Oct-23	15.60%	16.93%	Oct-23	14.60%	16.93%
Nov-23	15.60%	16.93%	Nov-23	14.60%	16.93%
Dec-23	15.60%	16.93%	Dec-23	14.60%	16.93%
Jan-24	15.60%	16.93%	Jan-24	14.60%	16.93%
Feb-24	15.60%	16.93%	Feb-24	14.60%	16.93%
Mar-24	15.60%	16.93%	Mar-24	14.60%	16.93%
Apr-24	15.60%	16.93%	Apr-24	14.60%	16.93%
May-24	15.60%	16.93%	May-24	14.60%	16.93%
Jun-24	15.60%	16.93%	Jun-24	14.60%	16.93%
Jul-24	19.80%	16.93%	Jul-24	18.80%	16.93%
Aug-24	19.80%	16.93%	Aug-24	18.80%	16.93%
Sep-24	19.80%	16.93%	Sep-24	18.80%	16.93%
Oct-24	19.80%	21.13%	Oct-24	18.80%	21.13%
Nov-24	19.80%	21.13%	Nov-24	18.80%	21.13%
Dec-24	19.80%	21.13%	Dec-24	18.80%	21.13%
Jan-25	19.80%	21.13%	Jan-25	18.80%	21.13%
Feb-25	19.80%	21.13%	Feb-25	18.80%	21.13%
Mar-25	19.80%	21.13%	Mar-25	18.80%	21.13%
Apr-25	19.80%	21.13%	Apr-25	18.80%	21.13%
May-25	19.80%	21.13%	May-25	18.80%	21.13%
Jun-25	19.80%	21.13%	Jun-25	18.80%	21.13%



# Faculty Range Adjustment Effective Date FAQs

## 1. Why was the effective date of the faculty range adjustment changed from July 1 to October 1?

Historically, at the University of California, faculty salary range adjustments occurred on October 1 and staff and other academic appointee increases generally occurred on July 1. In 2013-14, the faculty salary range adjustment was shifted from October to July to coincide with the restart of employee UCRP contributions on July 1, 2013, after a decades-long contribution holiday.

As campuses were converting to UCPath, the range adjustment transitioned from being managed locally at each campus to a systemwide process introducing additional complexity to an already intricate faculty compensation adjustment process. To address these challenges, at the direction of then-President Janet Napolitano, the decision was made in 2019 to revert the range adjustment effective date back to October 1. To facilitate the shift from a July-June cycle to an October-September cycle, faculty salary scales were increased by 5.33%, effective October 1, 2019, so that the equivalent of a 4% annual increase (representing a 3% general range adjustment + a 1% special faculty salary plan) would be paid to faculty over the course of nine months. The 1% special faculty salary plan was designed to reduce the salary gap with the Comparison 8 peer institutions and to provide competitive and equitable salaries. The additional 1.33% was applied to accommodate the move from July 1 to October 1 for the range adjustment. Merit and Promotion actions continued to remain effective July 1 of each year.

## 2. What is the lag with the Comp 8 institutions and what has been done to address it?

The 1% special faculty salary plan was applied to ladder-rank scales in order to address the salary lag with the Comparison 8 peer institutions and the additional 1.33% was applied to accommodate the move from July 1 to October 1 for the range adjustment. In total, it was a 5.33% increase to the faculty salary scales, effective October 1, 2019. In addition, from 2022-2024, the annual general range adjustments were 4% or higher. In 2018-19, the lag was 7.8% and by 2023-24, the lag had reduced to 3.1%.

## 3. How is faculty compensation more complex than other employees?

**Pay components:** Staff and administrator salaries are simpler to range adjust as they generally only have a single rate of pay (or a single component of pay). Faculty salaries have multiple components of pay (step rate, off-scales, above-scales, negotiated components of pay for Health Sciences Compensation Plan and Negotiated Salary Program) that need to be adjusted and, in some cases, rebalanced depending on how the other components are adjusted, and each of these components may have multiple funding sources that require reallocation.

**Summer Salary:** The July 1 range adjustment effective date also impacts summer salary requiring additional updates to thousands of summer salary jobs. These jobs often involve

## Faculty Range Adjustment Effective Date FAQs

multiple funding sources and varying appointment percentages requiring time-intensive manual rebalancing. Additionally, a July 1 range adjustment effective date creates inequities for semester-based campuses, where summer begins in mid-May. Faculty on semester campuses can apply the increased rate to only half of their summer salary, whereas most faculty on quarter campuses can apply the adjusted rate to their entire summer salary.

**Merit and promotions:** Unlike staff, faculty also benefit from a separate merit and promotion process in addition to the annual range adjustment. A July 1 range adjustment effective date would also affect this process, requiring all files to be finalized much earlier than it is currently to avoid additional manual adjustments. To meet the timeline for a July 1 range adjustment, merit and promotion cases would need to be completed and entered into UCPath by the end of May. This poses a significant challenge, as faculty, review committees, and campuses are already struggling to finalize and submit review files ahead of the October 1 range adjustment.

Given the complexity of faculty compensation, including off-scale components and above scale salary rates, along with negotiated components of pay for Health Sciences Compensation Plan and Negotiations Salary Trial Program participants, as well as calculations of 1/9th rates for summer salaries, a July 1 date does not afford sufficient time to process annual salary actions accurately and with a minimum of retroactive transactions. Please note that annual salary pay actions are also scheduled for July 1 that include faculty merit and promotion actions; Health Sciences Compensation Plan negotiations to set the amount of “Y” pay for the coming year; and Negotiated Salary Trial Program negotiated component negotiations. Even with the advent of UCPath which has introduced automation in many aspects of the range adjustment process, faculty range adjustments still require significant amounts of manual processing and validation.

Please note further that systemwide announcements of the academic salary plan generally cannot be made until the month of May, after the Governor’s revised budget is announced and the University has more certainty about the amount of State funds that will be available in the upcoming fiscal year. This sets a very short timeframe for processing complex academic salary increases in time for July payroll. Differentiating the effective dates of merit and promotion increases and negotiated salary component determinations in July and range adjustments in October greatly facilitates the accurate processing of both types of increases and spreads salary implementation over a more manageable time frame. A July processing date for range adjustments complicates the calculation of summer salary 9-month salary rates and can sometimes require re-calculation of many or all faculty summer salary rates on a short timetable. Mass retroactive transactions for faculty salary increases also require significant amounts of manual processing and validation by the campuses and UCPath.

#### 4. With an October 1 range adjustment effective date, am I not losing out on 3 months of pay at the higher rate as compared to those who receive it on July 1?

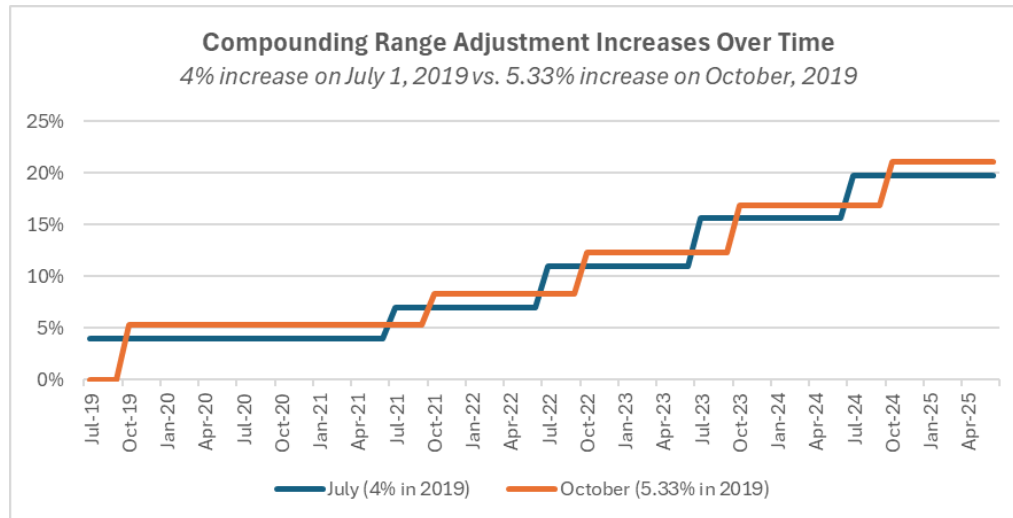
Although the faculty range adjustment cycle begins later in the year, the enhanced adjustment implemented on October 1, 2019 (5.33% increase), not only compensated for the delay that



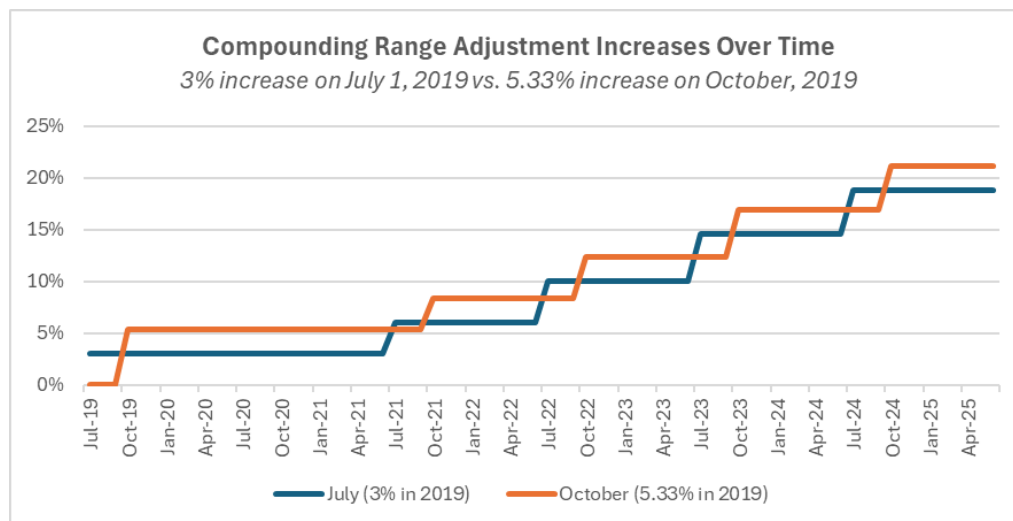
## Faculty Range Adjustment Effective Date FAQs

year but also continues to compound, resulting in a higher overall percent increase for most months in subsequent years, as demonstrated below.

Three (3) percent range adjustment + one (1) percent special faculty salary plan:



Three (3) percent range adjustment only (comparison to other employees):



### 5. What is the impact of the July vs. October effective date on actual salaries (including the off-scales)? (*Attachment 3 includes a calculator to factor in different off-scale amounts to understand impact*)

A sample comparison between the July and October range adjustment effective dates for an Associate Professor, Step 1 who had a \$25K off-scale in 2018-19, and progressed through the ranks in normative time is shown below. The fiscal year base salary represents the total salary for July – June of each year (for the October effective date, the salary rate is prorated at 3 months at the rate effective in July and 9 months at the rate effective in October). For retirement

Faculty Range Adjustment Effective Date FAQs

purposes, the highest average plan compensation (HAPC) effective July 2025 is also provided for in each model.

**In the three (3) percent range adjustment + one (1) percent special faculty salary plan:** the faculty member received \$3,050 more in the October model vs. July model.

<b>Associate Professor</b>	<b>Year</b>	<b>Fiscal Year Base Salary</b>		<b>Difference</b>
		<b>October Effective</b>	<b>July Effective</b>	
<b>Step 1</b>	2018-19	\$103,100	\$103,100	\$0
	2019-20	\$107,300	\$107,200	\$100
<b>Merit to Step 2</b>	2020-21	\$113,000	\$111,500	\$1,500
	2021-22	\$115,550	\$114,900	\$650
<b>Merit to Step 3</b>	2022-23	\$124,650	\$124,300	\$350
	2023-24	\$130,400	\$130,100	\$300
<b>Promo to Prof 1</b>	2024-25	\$142,150	\$142,000	\$150
		<b>Total Difference:</b>		<b>\$3,050</b>
<b>June 2025 HAPC</b>		\$11,033.33	\$10,716.67	\$316.67

**In the three (3) percent range adjustment only plan:** the faculty member received \$10,050 more in the October model vs. the July model.

<b>Associate Professor</b>	<b>Year</b>	<b>Fiscal Year Base Salary</b>		<b>Difference</b>
		<b>October Effective</b>	<b>July Effective</b>	
<b>Step 1</b>	2018-19	\$103,100	\$103,100	\$0
	2019-20	\$107,300	\$106,200	\$1,100
<b>Merit to Step 2</b>	2020-21	\$113,000	\$110,500	\$2,500
	2021-22	\$115,550	\$113,800	\$1,750
<b>Merit to Step 3</b>	2022-23	\$124,650	\$123,100	\$1,550
	2023-24	\$130,400	\$128,800	\$1,600
<b>Promo to Prof 1</b>	2024-25	\$142,150	\$140,600	\$1,550
		<b>Total Difference:</b>		<b>\$10,050</b>
<b>June 2025 HAPC</b>		\$11,033.33	\$10,611.11	\$422.22

Similar comparisons across other ranks, steps, and off-scale salaries demonstrate that the October effective date generally results in a larger increase compared to the July effective date.

**6. Why were full-time faculty administrators not included in this effective date change?**

Like staff, salaries for full-time faculty administrators only have a single rate of pay (or a single component of pay) and generally one funding source. On July 1, 2019, faculty administrators

received a three (3) percent range adjustment and did not benefit from the additional one (1) percent special faculty plan.

### 7. What if I wasn't hired until after October 1, 2019, doesn't this mean that I did not benefit from the larger increase provided?

New hires after October 1, 2019, benefit from the larger increase that was applied to the salary scales in 2019, as well as the continued compounding of that increase. New hires are appointed at a rank and step on the faculty salary scale, which the rates are higher as a result of the 2019 5.33% increase. Also, new hires are typically appointed at a rate comparable to their peers within the department, who benefitted from the 2019 increase, thereby indirectly extending the advantage to the new hires.

### 8. How long does the range adjustment process really take?

Under normal circumstances, processing the faculty range adjustment takes approximately 2.5 months. However, any disruptions or issues in the process can extend this timeline.

### 9. Why are fiscal year faculty on the October-September cycle for range adjustments?

Whether faculty are academic year (9 months) or fiscal year (12 months), they are paid over a period of 12 months; for academic year (9 months) faculty, their academic year salary is spread out over 12 months so they continue to be paid over the summer and full benefits will continue to apply.

Essentially, the AY and FY rates are dependent on each other. All fiscal year scales for faculty are based off a calculation on the academic year rates ( $1.16 \times \text{AY rate}$ , rounded up to the next \$100). As a result, the academic year rates must be finalized first before fiscal year scales can be established. Having a mismatch between the AY/FY effective dates would be problematic not only for the scales, but in other instances where there is a need to "fiscalize" an AY salary (one example would be a part time faculty administrator converting part of their AY rate into a fiscal rate for service). This would potentially lead to a different calculation or rate depending on what month of the year this type of conversion would need to be made.

Also, since both AY and FY faculty are paid over 12 months, the FY faculty would receive their increases earlier than AY faculty, though both are paid over a 12-month period. FY faculty are in-service over the summer while AY faculty are not (unless they opt to do so and receive additional compensation), but both are paid their regular compensation during the summer months.

There are still the same issues with timing of the May 1 budget revise and entering the additional compensation jobs for FY faculty who are taking vacation and earning additional comp in the summertime.

**10. Are faculty the only employees who are on the October-September cycle versus the July-June cycle for range adjustments?**

No, faculty are not the only employees who are on the October-September cycle for range adjustments. Postdoctoral scholars, Graduate Student Researchers, and Academic Student Employees are also on the October-September cycle for range adjustments.



OFFICE OF THE VICE PROVOST --  
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 11<sup>th</sup> Floor  
Oakland, California 94607-5200

July 1, 2019

**EXECUTIVE VICE CHANCELLORS/PROVOSTS  
VICE PRESIDENT HUMISTON  
DIRECTOR WITHERELL**

Dear Colleagues:

In her letter of June 26, 2019, President Napolitano outlined and asked Chancellors to implement a salary program for ladder-rank faculty and other academic appointees for 2019-20. Following discussions with the Chancellors, the Executive Vice Chancellors/Provosts, and the Academic Senate, and with input from the Vice Provosts/Vice Chancellors for Academic Personnel, the President announced year two of an academic salary program that focuses on rebuilding competitive salaries for ladder-rank faculty and other non-represented academic appointees. A general range adjustment of 3.0% will be afforded all non-represented academic appointees. A special additional 1.0% will be applied to ladder-rank scales in order to address the salary lag with our Comparison 8 peer institutions. The following sections summarize how the 2019-20 salary program will be implemented for non-represented academic appointees. I am enclosing the President's letter and guidance document, as well as a link to the Academic Salary Scales that are effective in July 2019. Please note that all percentages listed are approximate as the exact amount may vary due to rounding.

***Salary Scales for Ladder-Rank, Health Sciences Compensation Plan Faculty, and Other Non-represented Faculty in Titles Tied to the Ladder-Rank Faculty Salary Scales***

Under the 2019-20 salary program, the ladder-rank faculty salary scales will be adjusted by the 3.0% general range adjustment and 1.0% special, targeted increase, effective October 1, 2019. All scale adjustments are subject to rounding and smoothing between steps, so the exact percent increases may differ. To accommodate the approximate 4.0% annual increase over nine months, it will be necessary to raise ladder-rank salary scales at a proportionately higher rate. Health Sciences Compensation Plan (HSCP) faculty and other academic appointees with salaries tied to these scales will have the same adjustment to the associated ladder-rank scales. Minimum scales will also be increased accordingly. The affected scales are listed below and will be issued at a later date.

- Faculty ladder ranks, equivalent faculty, and other faculty – Tables 1 - 5, 7 - 8
- Faculty – Lecturer with Security of Employment Series – Tables 1L - 5L, 7L – 8L
- Supervisors of Physical Education Series – Table 9
- Minimum Salary Scales – Tables 1M, 2M, 3M, 5M, 7M

Coincident with the October 1, 2019 effective date, above-scale faculty will have their salaries incremented according to standard processes established by each campus for above-scale faculty. No systematic adjustment to off-scale salaries is mandated or expected; any such adjustments should be

made to address individual compensation issues, especially equity issues. Faculty having off-scale salary components may retain them according to campus practice.

### ***Salary Scales for Other Non-represented Academic Personnel***

Salary scales for other non-represented academic personnel listed below are increased by the general range adjustment of approximately 3.0%, effective July 1, 2019 for monthly paid and July 14, 2019 for biweekly paid appointees. These scales are included in this issuance.

- Non-represented Professional Research Series – Table 13-A and 14-A
- Non-represented Specialist Series – Table 24-A (exempt); Table 24-A(N) (non-exempt)
- Military or Air Science and Tactics Assistant – Table 25
- Assistant and Associate University Librarian – Table 27 (exempt); Table 27N (non-exempt)
- Cooperative Extension Advisor Series – Table 28 (exempt); Table 28N (non-exempt)
- Specialist in Cooperative Extension Series – Table 29 (exempt); Table 29N (non-exempt)
- Non-represented Coordinators of Public Programs – Table 30-A
- Continuing Educators – Table 31 (exempt); Table 31N (non-exempt)
- Academic Administrator Series – Table 34 I-VII (exempt); Table 34N I-VII (non-exempt)
- Academic Coordinator Series – Tables 35 I-III and 36 I-III (exempt); Table 36N I-III (non-exempt)
- Non-represented Project (e.g., Scientist) Series – Tables 37-A and 38-A
- Academic Standard Table of Pay Rates – Table 39 (exempt); Table 39N (non-exempt)

### ***Other Adjustments for 2019-20***

Non-represented Librarian Series (Tables 26-A and 26-A(N)): The salary scale for non-represented librarians will be adjusted to align with the salary scale currently bargained for represented librarians, effective July 1, 2019. Past practice has been to maintain the same salary scale for both represented and non-represented librarians.

Graduate Student Researchers and Graduate Student Assistant Researchers (Table 22): The 2019-20 program includes Graduate Student Researchers and Graduate Student Assistant Researchers, with the exception that these scale changes will be effective on October 1, 2019.

Student Titles, Intern, Resident, Resident Physician, Post D.D.S., Non-Physician Clinical Trainee (Table 21): Salary rates for non-represented Resident Physicians and Post-D.D.S., Veterinary Medicine Residents, and Veterinary Medicine Interns are adjusted by 3.0%. The salary ranges for Clinical Psychology Interns, Pharmacy Residents, and Non-Physician Clinical Trainees are adjusted by 3.0%; individual rates within these ranges are set per campus practice.

### ***Salary Scales for Represented Academic Personnel***

Salary scales for represented employees are set by the terms of their contracts.

In accordance with the contractual agreement between the University Council – American Federation of Teachers (UC-AFT) and the University of California, the 2019-20 salary scales for the Non-Senate Faculty (NSF) Unit 18 titles (Tables 15-17 and 32-33) are included in this issuance. The salary

ranges/rates have been adjusted by the general range adjustment increase of 3.0% with an effective date of July 1, 2019.

For titles in the Unit 18 bargaining unit whose salary rates are not maintained by the Office of the President (for example, demonstration teachers), each campus will be responsible to ensure that the 3.0% increase prescribed in the agreement is implemented. Positions and/or titles paid on a "By Agreement" basis may continue to be paid on a "By Agreement" basis insofar as the amount paid to each "By Agreement" NSF is at or above the minimum of the salary range for that position.

In accordance with the contractual agreement between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and the University of California, the Academic Student Employees' (ASE) salary scales will be adjusted by the general range adjustment increase of 3.0%, with an effective date of October 1, 2019 for monthly paid appointees and the first pay period commencing after October 1, 2019 for biweekly paid appointees.

***Other Details***

Deans and other full-time faculty administrators will be eligible for a 3.0% increase to be awarded for meritorious performance, effective July 1, 2019.

The Faculty Recruitment Allowance maximum listed in Table 40 is increased by 4.0% from \$70,800 to \$73,600, effective July 1, 2019. Chancellors maintain the authority to approve exceptional allowances up to \$150,000.

The salary scales effective in July 2019 are available online at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>. The salary scales effective in October 2019 will be issued and posted at a later date. If you have questions, please email Executive Director Pamela Peterson or call the Academic Personnel and Programs main phone line at (510) 987-9479.

Sincerely,



Susan L. Carlson  
Vice Provost, Academic Personnel and Programs

Enclosures: President Napolitano Letter of June 26, 2019  
2019-20 Academic Salary Program

cc: President Napolitano  
Provost and Executive Vice President for Academic Affairs Brown  
Executive Vice President and Chief of Staff Nava  
Academic Council Chair May  
Executive Vice President Stobo  
Vice President Duckett  
Vice President Ellis  
Interim Vice President Gullatt

Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs  
Associate Vice President Alcocer  
Associate Vice President Nation  
Graduate Deans  
Council of University Librarians  
Academic Personnel Directors  
Executive Director Baxter  
Executive Director Chester  
Executive Director G Fishel  
Executive Director Peterson  
Executive Director Russi  
Chief of Staff Henderson  
Director Assily  
Director Grant  
Director Jennings  
Director Lee  
Associate Director N Fishel  
Manager Crosson  
Manager Eagan  
Manager Ruiz  
Academic Policy and Data Analyst Sykes  
Academic Policy and Data Analyst Jue  
Principal Analyst Espinoza  
HR/AP Lead Park





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<http://www.ucop.edu>

June 26, 2019

CHANCELLORS  
VICE PRESIDENT—AGRICULTURE AND NATURAL RESOURCES

Dear Colleagues:

I am pleased to share details of this year's academic salary program for 2019-20, providing competitive salaries for our faculty and other academic appointees. This year's program for non-represented academic appointees consists of a general range adjustment of three percent and the continuation of a special salary plan for ladder-rank faculty initiated in 2018-19. I know that you share my priority of providing a salary program that allows us to recruit and retain exceptional faculty and other academic appointees.

I have continued to consult with the Academic Senate leadership and committees about addressing the salary lag of UC ladder-rank faculty as compared to our Comparison 8 peers. Last year, we increased the ladder-rank faculty scales by four percent as a first step in meeting this goal. This year, I am approving a special salary scale adjustment above the three percent general range adjustment, since salary competitiveness for ladder-rank faculty remains a key challenge in both recruitment and retention. In the coming years, I will continue to prioritize bringing UC ladder-rank faculty salaries on a par with our peers, budgets allowing; however, this may take more than the three years I had originally envisioned.

I remain committed to providing competitive and equitable salaries for our academic population. Please know I value your partnership in supporting the peer-reviewed merit process and attendant salary structure of the University.

Attached is a full description of the 2019-20 Academic Salary Program. The overarching components of the plan are as follows:

- For ladder-rank faculty, the regular peer-review merit advancement program will continue. The scales will increase by the general range adjustment of three percent and an additional special targeted one percent for a total annual rate of four percent to the scales. Due to the complexity involved with ladder-rank salaries, the effective date will be October 1, 2019. So that faculty are not negatively affected by the October 1 date, the scale rates will be set higher to provide an annual four percent adjustment over nine months.

Chancellors  
Vice President – Agriculture and Natural Resources  
June 26, 2019  
Page 2

- For other non-represented faculty and academic personnel, salary scales will increase by the general range adjustment of three percent. The effective date will be July 1, 2019.
- Represented academic personnel will continue to be compensated according to their contracts.
- The intent of the program is to advance the competitiveness of salaries via focused investment in the salary scales. No systematic adjustment to off-scale salaries is mandated or expected. In order to address individual compensation issues (particularly equity), Chancellors, EVC/Provosts, and other pertinent campus authorities retain the necessary flexibility.

Please do not hesitate to let me know how we can support you and your campuses as you move forward with this program. Acting Provost Susan Carlson and her staff will be pleased to answer any specific questions you may have about implementation.

Yours very truly,



Janet Napolitano  
President

Attachment

cc: Provost and Executive Vice President Brown  
Acting Provost and Executive Vice President Carlson  
Executive Vice President Brostrom  
Executive Vice President, Chief Operating Officer Nava  
Academic Council Chair May  
Executive Vice Chancellors/Provosts

## 2019-20 Academic Salary Program

The 2019-20 academic salary program includes a 3% general range adjustment for non-represented academic appointees and a special salary plan for ladder-rank faculty above the general range adjustment. Effective dates will differ as detailed below (either July 1 or October 1), but for employees with an October 1 effective date, adjustments to the scales will ensure that the total impact is realized over nine months instead of twelve.

### **A. Special salary plan: Ladder-rank, Health Sciences Compensation Plan (HSCP), and other non-represented faculty paid off of the ladder-rank scales**

The special salary plan is designed to reduce the salary gap with the Comparison 8 peers and to provide competitive and equitable salaries. The following principles guide the second year of this special plan focused on ladder-rank faculty:

- The Rank and Step personnel process has served UC well over decades with respect to excellence and equity. Every advancement is the result of a rigorous merit review conducted by peers and administrators.
- Competitive salaries, transparently equitably set, are instrumental in recruiting and retaining the excellent and diverse faculty vital to developing and maintaining the innovation and excellence of our academic programs.
- A strong salary program is a signal to ALL faculty that UC values their work, throughout the range of their careers (and not just in response to market forces at the time of the initial hire or in cases of retention).
- For the Rank and Step salary scales to be as disconnected as they are at present from market competitiveness ill serves the University and poorly rewards the excellence and performance of these faculty.
- Moreover, the current status of the ladder-rank salary scales 1) creates the need for off-scale adjustments in order to respond to market conditions, 2) increases the necessity of certain recruitment and retention actions, and 3) increases concerns about fairness and equity in compensation.
- By policy, responsibility for issuing and maintaining the academic salary scales rests with the President.

Details of the special salary plan are as follows:

- The regular peer-review merit advancement program will continue.
- Chancellors will continue their review of and response to salary inequity through campus-level faculty salary equity studies.
- For ladder-rank faculty, the scales will increase by the general range adjustment and a special targeted 1% for a total annual rate of 4% to the scales (the precise amount will vary due to rounding and smoothing of the scales) under this special salary plan. The effective date will be October 1, 2019. Since this portion of the overall 2019-20 academic salary program goes into effect on October 1, 2019, the scale rates will be set to provide an annual 4% adjustment over nine months.
- The intent of the special plan is to advance the competitiveness of salaries via focused investment in the ladder-rank salary scales. No systematic adjustment to off-scale salaries is mandated or expected. Faculty having off-scale salary components may retain them per campus practice.
- Chancellors, EVCs/Provosts, and other pertinent campus authorities retain the flexibility to make off-scale salary adjustments to address individual equity and compensation issues.
- Health Sciences Compensation Plan (HSCP) faculty with scales tied by policy to the ladder-rank professorial scales will have their scale-based salary (X and X') adjusted by an annual rate of 4%

(the precise amount will vary due to rounding and smoothing) under this special salary plan. The Y and Z components of salary will continue to be negotiated annually as specified in campus plans.

- Faculty in the Lecturer with Security of Employment Series will have their scales raised 4% (the precise amount will vary due to rounding and smoothing) under this special salary plan.
- Those in equivalent titles (Astronomer and Agronomist Series) and in series titles tied by policy to the ladder-rank professorial scales (Adjunct Professor, Professor of (e.g., *Psychology*) in Residence, Professor of Clinical (e.g., *Medicine*), Health Sciences Clinical Professor Series) will have their scales raised 4% (the precise amount will vary due to rounding and smoothing) under this special salary plan.
- Above-scale faculty will have their salaries incremented according to standard processes established by each campus for above-scale faculty.
- The ladder-rank scales will continue to be smoothed to manage issues of equity in step intervals.

#### **B. General Range Adjustment: Other non-represented academic personnel**

- The scales will be increased by a general range adjustment of 3% (the precise amount will vary due to rounding). Scales composed of ranges will be incremented in a similar fashion, and those for trainees in the health sciences will follow normal procedures. The effective date will be July 1, 2019.
  - Graduate Student Researchers and Graduate Student Assistant Researchers. The general range adjustment includes Graduate Student Researchers and Graduate Student Assistant Researchers, with the exception that the effective date is October 1, 2019.
  - The general range adjustment includes scales that have previously been matched to the professorial salary scales but are not included in the special salary plan for ladder-rank faculty, including non-represented Professional Researchers and Specialists in Cooperative Extension.
- Non-represented Librarians. The salary scale for non-represented librarians will be adjusted to align with the salary scale currently bargained for represented librarians, effective July 1, 2019. Past practice has been to maintain the same salary scale for both represented and non-represented librarians.
- Each Chancellor may address any other individual compensation issues that have been identified, including equity and competitiveness.

#### **C. Individual Salary Adjustments: Faculty administrators and negotiated salaries**

- Deans and other full-time faculty administrators will be eligible for a 3% increase to be awarded for meritorious performance as determined at the campus level (the precise increase will vary due to rounding), effective July 1, 2019.
- Academic titles not tied to salary scales or ranges and compensation that is negotiated will be eligible for a 3% increase as determined at the campus level, effective July 1, 2019.

#### **D. Represented academic personnel**

- Academic personnel who are represented will continue to be compensated according to their contracts and through the bargaining process.



OFFICE OF THE VICE PROVOST --  
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 11<sup>th</sup> Floor  
Oakland, California 94607-5200

August 1, 2019

**EXECUTIVE VICE CHANCELLORS/PROVOSTS  
ANR VICE PRESIDENT GLENDA HUMISTON  
LABORATORY DIRECTOR MICHAEL WITHERELL**

**RE: October 2019 Academic Salary Scales  
July 2019 Non-Represented Professional Researcher NEX Salary Scales**

Dear Colleagues:

The University's 2019-20 academic salary scales, effective October 1, 2019, are issued below.

***Salary Scales for Ladder-Rank Faculty, Health Sciences Compensation Plan Faculty, and Other Academic Titles Tied to the Ladder-Rank Faculty Salary Scales***

Under the 2019-20 salary program, the ladder-rank faculty salary scales were adjusted by the 3.0% general range adjustment and 1.0% special, targeted increase, effective October 1, 2019. All scale adjustments were subject to rounding and smoothing between steps, so the exact percent increases may differ. To implement the approximately 4.0% annual increase within a span of nine months, it was necessary to raise ladder-rank salary scales at a proportionately higher rate. Health Sciences Compensation Plan (HSCP) faculty and other academic appointees with salaries tied to these scales will have the same adjustment to the associated ladder-rank scales. Minimum scales were also increased accordingly. No systematic adjustment to off-scale salaries is mandated or expected. Faculty having off-scale salary components will retain them.

- Faculty ladder ranks, equivalent faculty, and other faculty – Tables 1 - 5, 7 - 8
- Faculty – Lecturer with Security of Employment Series – Tables 1L - 5L, 7L – 8L
- Supervisors of Physical Education Series – Table 9
- Minimum Salary Scales – Tables 1M, 2M, 3M, 5M (Scale 5)

***Academic Student Employee Salary Scales***

In accordance with the contractual agreement between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and the University of California, pursuant to the terms of Article 29, Wages, of the contract, the 2019-20 ASE salary scales have been adjusted by a general range adjustment increase of 3% with an effective date of October 1, 2019 for monthly paid employees and the first pay period commencing after October 1, 2019 for bi-weekly paid employees. These scales are included in this issuance.

- Student Titles, Teaching Assistant and Equivalent, Other – Table 18



- Student Titles, Associate – Table 19
- Student Titles, Remedial Tutor – Table 20

All ASEs should receive the 3% general range adjustment. For titles in the ASE bargaining unit whose rates are not maintained by the Office of the President (for example, *Associate in \_\_\_\_\_* and *Acting Instructor-Graduate Student* titles at the Berkeley campus), each campus will need to ensure that the 3% increase prescribed in the agreement is implemented.

The San Francisco campus has indicated that employees in teaching titles that are not in the ASE bargaining unit (for example, Remedial Tutors, Teaching Assistants, and Teaching Fellows at the San Francisco campus) will receive the 3% increase to the salary scale, effective October 1, 2019 for monthly paid employees and the first pay period commencing after October 1, 2019 for bi-weekly paid employees.

### ***Graduate Student Researchers and Graduate Student Assistant Researchers Salary Scale***

In accordance with the 2019-20 academic salary program for other non-represented faculty and academic personnel, the GSR and GSAR scales have been adjusted by a general range adjustment increase of 3% with an effective date of October 1, 2019 for monthly paid employees and the first pay period commencing after October 1, 2019 for bi-weekly paid employees.

- Student Titles, Graduate Student Researcher – Table 22

### ***Non-Represented Professional Researcher NEX Salary Scales***

Salary scales for non-represented, non-exempt professional researchers, effective July 14, 2019 for biweekly paid appointees, are also included in this issuance.

- Non-represented Professional Research Series NEX – Table 13-A(N) and 14-A(N)

The salary scales will be available online at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>.

If you have questions, please email Executive Director Pamela Peterson at [Pamela.Peterson@ucop.edu](mailto:Pamela.Peterson@ucop.edu) or call the Academic Personnel and Programs main phone line at (510) 987-9479.

Sincerely,



Susan L. Carlson  
Vice Provost, Academic Personnel and Programs

cc: President Napolitano  
Provost and Executive Vice President Brown  
Executive Vice President, Chief Operating Officer and Chief of Staff Nava

Academic Council Chair May  
Executive Vice President Stobo  
Vice President Duckett  
Vice President Ellis  
Vice President and Interim Vice President Gullatt  
Acting Vice President Lloyd  
Vice Provosts/Vice Chancellors for Academic Personnel/Academic Affairs  
Associate Vice President Alcocer  
Associate Vice President Nation  
Graduate Deans  
Academic Personnel Directors  
Executive Director Baxter  
Executive Director Chester  
Executive Director G Fishel  
Executive Director Jennings  
Executive Director Peterson  
Executive Director Russi  
Chief of Staff Henderson  
Director Assily  
Director Grant  
Director Lee  
Associate Director N Fishel  
Manager Crosson  
Manager Eagan  
Manager Ruiz  
Academic Policy and Data Analyst Sykes  
Academic Policy and Data Analyst Jue  
Principal Analyst Espinoza  
HR/AP Lead Park

**IV. UC Health Plan Costs (4:00 - 4:45)**

- **Jay Henderson, Associate Vice President for Total Rewards, Systemwide Human Resources**
- **Maynard Jenkins, Senior Executive Director, Benefits Programs and Strategy, Systemwide Human Resources**

**Issue:** Signatories of the special meeting request raised concerns about the University's declining percentage contributions to employee medical plans amid rising healthcare costs. Beginning January 1, 2025, UC implemented 9-11% increases in medical plan premiums as well as increases to prescription drug co-pays and outpatient visits. An [October 2024 letter](#) from Systemwide Human Resources Vice President Cheryl Lloyd posted on UCNet details the changes taking effect for 2025.

**Discussion format:** Assembly members and other Senate attendees will have the opportunity to engage in Q&A, provide input, and share their perspectives.