

APPENDIX D

STEP PLACEMENT and MOVEMENT

Applies to UCD/UCDMC:

Step placement based on UC experience *within a title* as follows:

| | | |
|-------------|---|--------------------|
| Step 1 | = | 0 – 1.9 years |
| Steps 2 – 6 | = | 2 – 6.9 years |
| Step 7 | = | 7.0 – 8.9 years |
| Step 8 | = | 9.0 – 10.9 years |
| Step 9 | = | 11.0 – 12.9 years |
| Step 10 | = | 13.0 – 14.9 years |
| Step 11 | = | 15.0 or more years |

The above banding is for purposes of initial placement onto a step structure. Movement through the structure, beginning in July 2009, will be on a year for year basis.

Applies to UCLA/UCLAMC:

Year 1 Increases - Effective upon ratification, 4% across the board within range, ranges attached.

Step structures as attached.

Placement on Step Structure shall be based on relevant experience.

Applies to UCI/UCIMC:

Step placement based on UC experience *within a title series*:

| | | |
|-------------|---|--------------------|
| Step 1 | = | 0 – 1.9 years |
| Steps 2 – 6 | = | year for year |
| Step 7 | = | 7.0 – 8.9 years |
| Step 8 | = | 9.0 – 10.9 years |
| Step 9 | = | 11.0 – 12.9 years |
| Step 10 | = | 13.0 – 14.9 years |
| Step 11 | = | 15.0 or more years |

The above banding is for purposes of initial placement onto a step structure. Movement through the structure, beginning in July 2009, will be on a year for year basis.

Applies to UCSD/UCSDMC:

Year 1 Increases - Effective upon ratification 4% across the board within range, ranges attached.

Step structures as attached.

Placement on steps - One step per 1 year of experience *within a title series*, up to 12.

APPENDIX D

Movement through the structure, beginning in July 2009, will be on a year for year basis.

Applies to UCSF/UCSFMC

Step placement based on UC experience within a title series and relevant external experience as follows (max of 20% until one year from implementation of step structure):

| | | |
|---------|---|------------------|
| Step 1 | = | 0 – 1.9 years |
| Step 2 | = | 2 – 2.9 years |
| Step 3 | = | 3 – 3.9 years |
| Step 4 | = | 4 – 4.9 years |
| Step 5 | = | 5 – 5.9 years |
| Step 6 | = | 6 – 6.9 years |
| Step 7 | = | 7 – 7.9 years |
| Step 8 | = | 8 – 8.9 years |
| Step 9 | = | 9 – 9.9 years |
| Step 10 | = | 10 – 10.9 years |
| Step 11 | = | 11 – 12.9 years |
| Step 12 | = | 13 or more years |

Movement through step structure, beginning in July 2009, shall be consistent with banding above.

Applies to UCSC

Effective September 1, 2008: Step placement based on UC experience *within a series* as follows:

| | | |
|----------|---|-------------------------|
| Step 1 | = | 0 – 1.9 years |
| Step 2 | = | 2 – 2.9 years |
| Step 3 | = | 3 – 3.9 years |
| Step 4 | = | 4 – 4.9 years |
| Step 5 | = | 5 – 5.9 years |
| Step 6 | = | 6 – 6.9 years |
| Step 7 | = | 7 – 7.9 years |
| Step 8 | = | 8 – 8.9 years |
| Step 9 | = | 9 – 9.9 years |
| Step 10 | = | 10 – 10.9 years |
| Step 11 | = | 11 – 11.9 years |
| Step 12 | = | 12 – 12.9 years |
| Step 13 | = | 13+ years |
| Step 14* | = | 14+ (*where applicable) |

Movement through the structure, beginning in July 2009, will be on a year for year basis.

Applies to UCR

Step placement based on UC experience *within a title* as follows:

APPENDIX D

| | | |
|---------|---|-----------------|
| Step 1 | = | 0 – 1.9 years |
| Step 2 | = | 2 – 2.9 years |
| Step 3 | = | 3 – 3.9 years |
| Step 4 | = | 4 – 4.9 years |
| Step 5 | = | 5 – 5.9 years |
| Step 6 | = | 6 – 6.9 years |
| Step 7 | = | 7 – 7.9 years |
| Step 8 | = | 8 – 8.9 years |
| Step 9 | = | 9 – 9.9 years |
| Step 10 | = | 10 – 10.9 years |
| Step 11 | = | 11 – 11.9 years |
| Step 12 | = | 12 – 12.9 years |
| Step 13 | = | 13+ years |

Movement through the structure, beginning in July 2009, will be on a year for year basis.

Applies to UCB

Step placement based on UC experience *within a title*. Ratio is three years to one step for initial placement.

Movement through the structure, beginning in July 2009, will be on a year for year basis.

Applies to UCSB

Step placement based on UC experience *within a title* as:

| | | |
|---------|---|---------------|
| Step 1 | = | 1 < 2 years |
| Step 2 | = | 2 < 3 years |
| Step 3 | = | 3 < 4 years |
| Step 4 | = | 4 < 6 years |
| Step 5 | = | 6 < 8 years |
| Step 6 | = | 8 < 10 years |
| Step 7 | = | 10 < 12 years |
| Step 8 | = | 12 < 14 years |
| Step 9 | = | 14 < 16 years |
| Step 10 | = | 16 < 18 years |
| Step 11 | = | 18 < 20 years |
| Step 12 | = | 20+ years |

Movement through the structure, beginning in July 2009, will be on a year for year basis.