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.
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

<table>
<thead>
<tr>
<th>Step</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>0 – 1.9 years</td>
</tr>
<tr>
<td>Step 2</td>
<td>2 – 2.9 years</td>
</tr>
<tr>
<td>Step 3</td>
<td>3 – 3.9 years</td>
</tr>
<tr>
<td>Step 4</td>
<td>4 – 4.9 years</td>
</tr>
<tr>
<td>Step 5</td>
<td>5 – 5.9 years</td>
</tr>
<tr>
<td>Step 6</td>
<td>6 – 6.9 years</td>
</tr>
<tr>
<td>Step 7</td>
<td>7 – 7.9 years</td>
</tr>
<tr>
<td>Step 8</td>
<td>8 – 8.9 years</td>
</tr>
<tr>
<td>Step 9</td>
<td>9 – 9.9 years</td>
</tr>
<tr>
<td>Step 10</td>
<td>10 – 10.9 years</td>
</tr>
<tr>
<td>Step 11</td>
<td>11 – 11.9 years</td>
</tr>
<tr>
<td>Step 12</td>
<td>12 – 12.9 years</td>
</tr>
<tr>
<td>Step 13</td>
<td>13+ years</td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>Step</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>1 &lt; 2 years</td>
</tr>
<tr>
<td>Step 2</td>
<td>2 &lt; 3 years</td>
</tr>
<tr>
<td>Step 3</td>
<td>3 &lt; 4 years</td>
</tr>
<tr>
<td>Step 4</td>
<td>4 &lt; 6 years</td>
</tr>
<tr>
<td>Step 5</td>
<td>6 &lt; 8 years</td>
</tr>
<tr>
<td>Step 6</td>
<td>8 &lt; 10 years</td>
</tr>
<tr>
<td>Step 7</td>
<td>10 &lt; 12 years</td>
</tr>
<tr>
<td>Step 8</td>
<td>12 &lt; 14 years</td>
</tr>
<tr>
<td>Step 9</td>
<td>14 &lt; 16 years</td>
</tr>
<tr>
<td>Step 10</td>
<td>16 &lt; 18 years</td>
</tr>
<tr>
<td>Step 11</td>
<td>18 &lt; 20 years</td>
</tr>
<tr>
<td>Step 12</td>
<td>20+ years</td>
</tr>
</tbody>
</table>

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