

ARTICLE 29 WAGES

A. GENERAL PROVISIONS

1. Appendix A - The applicable wages are reflected in Appendix A for wage rates effective October 2013. The parties recognize that the actual wage rates paid to officers may slightly vary from those reflected in Appendix A due to rounding.
2. TCS Wage Reference – For wage increases over the term of this contract, officers shall be paid in accordance with the applicable wage range/step information set forth as reflected on the Corporate Title Code System Lookup (TCS) at: <https://tcs.ucop.edu/tcs/jsp/homePage.htm>. In the event this web page expires and is replaced by a new title code system and corresponding web page, the University will provide 30 days notice to union advising where such title code and salary information can be found online.
3. Range Increase Eligibility –
 - a. Officers must be on the active payroll on the date of computation and the date of pay of the range increase.
 - b. Officers not eligible for the range increase include those officers on unpaid leave of absence until return to duty status.

B. ONE-TIME LUMP SUM

1. Eligible officers shall receive a one-time non-base building, non-UCRP eligible lump sum payment in the amount of twenty-five hundred dollars (\$2500.00) within sixty (60) days of ratification (October 17, 2013), minus usual and customary deductions.
2. Eligibility for the lump payment includes those officers on the active payroll on the date of ratification and the date of computation of the lump sum.
3. Officers not eligible for the lump sum payment include those officers on unpaid leave of absence, until return to duty status and those officers on Administrative Leave pending termination.

C. GENERAL WAGE RANGE ADJUSTMENTS

1. Effective Upon Ratification: Wage ranges shall be increased by 3% effective October 13, 2013 for bi-weekly paid officers and October 1, 2013 for monthly paid officers.
 - a. Officers eligible for the range increase must be on the active payroll as of October 17, 2013 and remain on the payroll on the date of computation of the range increase.
 - b. Officers not eligible for the range increase include those officers on unpaid leave of absence until return to duty status.
2. Fiscal Year 2014-2015 - Wage ranges shall be increased by 3 % effective July 1, 2014 for monthly paid officers and June 22, 2014 for bi-weekly paid officers.
3. Fiscal Year 2015-2016 - Wage ranges shall be increased by 3% effective July 1, 2015 for monthly paid officers and June 21, 2015 for bi-weekly paid officers.
4. Fiscal Year 2016-2017 - Wage ranges shall be increased by 3% effective July 1, 2016 for monthly paid officers and June 19, 2016 for bi-weekly paid officers.

D. PERFORMANCE-BASED STEP INCREASES

1. Non-Probationary Officers as of October 1, 2004

This section shall apply only to those officers who are employed in the unit as of the ratification of this agreement. For each year this contract is in effect, individual non-probationary officers who are at least one step below the maximum of their salary range shall receive a minimum one step increase contingent upon a determination of satisfactory or better performance. Non-probationary officers who are one-half step below the maximum of their salary range shall receive a one-half step increase contingent upon a determination of satisfactory or better performance. Such increases shall be effective October 1st.
2. Probationary Officers as of October 1, 2004 and Future Hires

This section shall apply to individual officers who were still probationary as of October 1, 2004 and those hired thereafter. For each year this contract is in effect, such individual officers shall receive a minimum one step increase upon satisfactory completion of their probationary period. Thereafter, for each year this contract is in effect, such officers shall receive a minimum one step increase on the anniversary of the completion of his/her probationary period contingent upon a determination of satisfactory or better performance.

E. LONGEVITY STEP

1. Officers shall be eligible for movement to a longevity step 4% above the top step of the officer pay range contingent upon satisfaction of the following criteria:
 - a. Ten years or more continuous active sworn UC experience; and
 - b. Minimum one (1) year at top step with a current satisfactory or better performance evaluation.
2. The effective date of such increase shall be the officer's first regular bi-weekly or monthly pay date after both of the above criteria have been satisfied.

F. SPECIALTY PAY

1. The Chief of Police shall have the sole discretion to determine who shall be assigned as specialists and the duration of specialty assignments.
2. Specialty assignments include:
 - a. Assistant Watch commander or corporal, assistant team leader, officer-in-charge or the equivalent;
 - b. Investigator/Detective;
 - c. Field Training Officer;
 - d. Police Service Dog Handler;
 - e. Explosive Ordinance Disposal Officer;
 - f. Crime Prevention Officer;
 - g. Motorcycle Officer; and
 - h. Other specialty assignments designated as Specialist by the Chief.
3. A monthly paid Officer assigned as Specialist, with the exception of Field Training Officer, for fifty percent (50%) or more of the full-time working hours in a thirty (30) calendar day period shall receive additional compensation in the amount of \$175 for

that month. A bi-weekly paid Officer assigned as Specialist, with the exception of Field Training Officer, for fifty percent (50%) or more of the full time working hours in two consecutive bi-weekly pay periods, shall receive additional compensation in the amount of \$ 87.50 for each of those pay periods, provided the total amount paid over any 12 month period does not exceed \$2100.

A monthly paid Officer assigned as a Field Training Officer for fifty percent (50%) or more of the full-time working hours in thirty (30) calendar day period shall receive additional compensation in the amount of \$250 for that month. A bi-weekly paid Officer assigned as a Field Training Officer for fifty percent (50%) or more of the full time working hours in two (2) consecutive biweekly pay periods shall receive additional compensation in the amount of \$ 125.00 for each of those pay periods, provided the total amount paid over any 12 month period does not exceed \$3000.

Hours worked under this section shall not be counted twice for the purposes of computing eligibility for Specialty pay or Field Training Officer pay.

4. The University may increase, during the term of this Agreement, the amount of compensation specified in E.3 for specialty assignments systemwide.

5. An Officer assigned to more than one specialty assignment shall be compensated for only one assignment.

G. PEACE OFFICER STANDARDS AND TRAINING (POST) CERTIFICATION PAY

1. A monthly paid Officer who currently possesses a POST Intermediate Certificate shall receive additional compensation in the amount of \$225 per month. A bi-weekly paid Officer who currently possesses a POST Intermediate Certificate shall receive additional compensation in the amount of \$103.85 per bi-weekly pay period.
2. A monthly paid Officer who currently possesses a POST Advanced Certificate shall receive additional compensation in the amount of \$325 per month. A bi-weekly paid Officer who currently possesses a POST Advanced Certificate shall receive additional compensation in the amount of \$150.00 per bi-weekly pay period.
3. An Officer who has received Intermediate and Advanced POST Certification shall be compensated for only Advanced POST Certification Pay.

H. WAGE RANGE REALIGNMENT AND STEP INCREASES

1. At any time during the life of this Agreement, the University may adjust the wage range structure(s) at any campus or to provide step increases in order to address local market conditions or internal equity concerns. Range realignments include adding step(s) to the top of any or all wage range(s), or dropping step(s) from the bottom of any or all wage range(s). At least thirty (30) calendar days prior to implementing such a wage range realignment or equity step increase, the Office of the President shall inform FUPOA in writing of the proposed change(s). Upon receipt of a timely written request from FUPOA, the University shall meet and discuss the proposed increase.
 2. If the University proposes to realign a wage range in a manner that would result in a decrease in the wage range minimum or maximum, FUPOA may demand to meet and confer with the University before such proposed action is implemented.
 3. In the event the University eliminates the bottom step(s) from a wage range, any officer whose resultant pay is lower than the new wage range minimum shall have her/his wage increased to the new minimum, effective the same date on which the new range minimum is effective.
- I. The wage provisions described in this Article shall not be subject to Article 6 – Grievance Procedure in Article 7 – Arbitration Procedure of this Agreement.