Article 26: SALARY

A. Determination of Salary
   Resident and Fellow salary is based on post-graduate year (PGY) in the program. PGY is determined by the training required to enter that program and the year of training in that program. PGY is determined by program leadership in consultation with the Office of Graduate Medical Education.

   A Resident or Fellow who, during the term of this Agreement, successfully completes his or her services for a year and is reappointed to serve for an additional year in that particular program shall be advanced to the next higher PGY in that program. The highest PGY level available for advancement is PGY 9.

B. Salary Increases
   1. As set forth in the attached salary scale (Appendix C) 2018-2019 salaries were increased 3% from the 2017-2018 UCOP salary scale.

   2. Effective July 1, 2019, salaries shall be increased 6.0%.

   3. Effective July 1, 2020, salaries shall be increased by 3.0%

   4. Effective July 1, 2021, salaries shall be increased by 3.0%.