

ARTICLE 29 WAGES

A. GENERAL PROVISIONS

1. Appendix A - The applicable wages are reflected in Appendix A for wage rates effective pay period beginning July 2, 2017. 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. GENERAL WAGE RANGE ADJUSTMENTS

1. Wage ranges shall be increased by 3% effective the pay period beginning July 2, 2017. The University will implement this wage increase within 90 calendar days of receipt of written notice of ratification from FUPOA and will make retro-active payments for the period between payout and July 2, 2017.
 - a. Officers eligible for the range increase must be on the active payroll as of July 2, 2017 and remain on the payroll on the date of payout.
 - b. Officers not eligible for the range increase include those officers on unpaid leave of absence until return to duty status.
2. Fiscal Year 2018-19 - Wage ranges shall be increased by 3% effective the pay period beginning July 1, 2018.
3. Fiscal Year 2019-20 – Wage ranges shall be increased by 3% effective the pay period beginning June 30, 2019.
4. Fiscal Year 2020-2021 – Wage ranges shall be increased by 3% effective the first full pay period on or following July 1, 2020.

C. PERFORMANCE-BASED STEP INCREASES

1. Step Increases

For each year this contract is in effect, 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, individual 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.

D. 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 full regular bi-weekly pay period after both of the above criteria have been satisfied.

E. 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.

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 two consecutive bi-weekly pay periods, shall receive additional compensation in the amount of \$80.70 for each of those pay periods, provided the total amount paid over any 12 month period does not exceed \$2100. Effective pay period ending October 7, 2017, this paragraph will no longer be in effect.

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. Effective pay period ending October 7, 2017, this paragraph will no longer be in effect.

3. Effective pay period beginning October 8, 2017, an Officer assigned as Specialist, shall receive an additional 5% above that Officer's base wage while assigned.

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 for specialty assignments systemwide.
5. Except as provided in Paragraph 6, below, an Officer assigned to more than one specialty assignment shall be compensated for only one assignment.
6. System-Wide Response Team (SRT): Effective pay period beginning July 29, 2018 SRT shall be included as a Specialty assignment in F.2, above. An officer assigned to SRT shall receive an additional 5% above that Officer's base wage while assigned. An officer assigned to SRT who is also assigned to another Specialty assignment, shall be compensated for both the SRT and only one additional Specialty assignment. (i.e. 'stackable')

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

A monthly paid Officer who possesses a POST Intermediate Certificate shall receive an 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. Effective pay period ending October 7, 2017, this paragraph will no longer be in effect.

1. 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. Effective pay period ending October 7, 2017, this paragraph will no longer be in effect.
2. Effective pay period beginning October 8, 2017 an Officer who possesses a POST Intermediate Certificate shall receive an additional 4% of base wage.
3. Effective pay period beginning October 8, 2017 an Officer who possesses a POST Advanced Certificate shall receive an additional 8% of base wage.
4. An Officer who has received Intermediate and Advanced POST Certification shall be compensated for only Advanced POST Certification Pay.

G. SHIFT DIFFERENTIAL

Employees who work during the hours described below shall receive an additional \$1.50/hour for all time worked during the hours described below:

Effective pay period beginning July 29, 2018 the eligible hours will be from 11pm to 6am.

Effective pay period beginning July 28, 2019 the eligible hours will be from 10pm to 6am.

Effective the first full pay period on or after August 1, 2020 the eligible hours will be from 9pm to 6am.

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.