

**ARTICLE 4  
COMPENSATION**

**A. GENERAL PROVISIONS**

The provisions of this section apply only when the referenced terms are implemented.

1. Nothing shall preclude the University from providing compensation to Postdoctoral Scholars at rates above those required in this Article. Such rates may be provided on appointment, reappointment, and/or as a merit increase.
2. The provisions of this Article shall not apply to any Postdoctoral Scholar appointed on a grant (e.g., Einstein Fellows, Hubble Fellows) that restricts that Postdoctoral Scholar's remuneration to only the pay received by the grant.
3. When extramural agencies establish stipends at a rate less than the University-established salary/stipend minimum, and the campus elects to proceed with the appointment of a Postdoctoral Scholar, the campus shall provide additional funding to increase the salary/stipend level of the Postdoctoral Scholar to the established minimum. The supervisor shall arrange the additional funding prior to the start date of an appointment.
4. If the University provides a supplement to a Postdoctoral Scholar such that the Postdoctoral Scholar's total salary exceeds the Postdoctoral Scholar's base salary/stipend rate, continuance or discontinuance of the supplement is at the sole discretion of the University, unless the supplement is necessary to meet the salary/stipend requirements of this article.
5. When the requirements of the sponsoring agency exceed the requirements of this Agreement, with the exception of the provisions of §A.2. above, the requirements of the sponsoring agency shall control all salary increases and adjustments to the individual Postdoctoral Scholar's salary.

**B. UC POSTDOCTORAL SCHOLAR EXPERIENCE BASED SALARY/STIPEND SCALE**

Changes to the scale, as referenced below, shall be reflected in Tables 23 and 23(N) of the Academic Salary Scale – Appendices I and J to the Agreement.

1. At the time of initial appointment, a Postdoctoral Scholar shall be appointed to at least the minimum experience level for their number of years of experience.

<b>Experience Level</b>
Level 0 (0-11 months)
Level 1 (12-23 months)
Level 2 (24-35 months)
Level 3 (36-47 months)
Level 4 (48-59 months)
Level 5 (60-71 months)

2. New Salary Scale

- a. Effective April 1, 2023, the University shall implement the below salary scale:

<b>Experience Level</b>	<b>Salary Level</b>
Level 0	\$60,000
Level 1	\$62,220
Level 2	\$64,522
Level 3	\$66,909
Level 4	\$69,385
Level 5	\$71,952

- b. Effective April 1, 2023, Postdoctoral Scholars shall have their salaries/stipends increased to the new salary scale at the same experience level they are currently on; or
- c. Postdoctoral Scholars shall be paid at least the minimum for their current experience level at the time of the transition in accordance with b. above; or
- d. Postdoctoral Scholars with salary/stipend amount above the appropriate experience level will not receive an increase pursuant to this Section.

- e. October 1, 2023

Effective October 1, 2023, the University shall implement the below salary scale:

<b>Experience Level</b>	<b>Salary Level</b>
Level 0	\$64,480
Level 1	\$66,868
Level 2	\$69,342
Level 3	\$71,908
Level 4	\$74,569
Level 5	\$77,327

3. General Range Adjustments

During the life of this agreement, the Postdoctoral Scholar Salary Scale shall increase in the following manner:

October 1, 2024	3.5%
October 1, 2025	3.5%
October 1, 2026	3.5%

For non-exempt Postdoctoral Scholars, the range increase shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after October 1.

4. Individual Postdoctoral Scholar salary/stipend increases shall occur in accordance with the provisions of §C. below.

**C. INDIVIDUAL POSTDOCTORAL SCHOLAR INCREASES**

Once a Postdoctoral Scholar is appointed at or above the appropriate experience rate, all future appointments must be to at least the appropriate experience-based salary/stipend rate.

1. Postdoctoral Scholars shall have their experience level increased based on their experience as follows:
  - a. Postdoctoral Scholars whose initial appointment occurred from October 1 through April 1, shall move at least to the next experience minimum salary rate level on October 1 of each year or receive an increase of at least three percent (3.0%), whichever is greater.
  - b. Postdoctoral Scholars whose initial appointment occurred from April 2 through September 30, shall move at least to the next experience minimum salary rate level on April 1 of each year, or receive an increase of at least three percent (3.0%), whichever is greater.