

UC Last, Best and Final Offer to UPTE: Market-Based Adjustments

UC has proposed raising and restructuring pay steps across multiple job titles, eliminating lower steps, adding steps at the top, and applying percentage increases to ensure fairer pay scales. The table below displays the proposed changes by job code and title, organized by location.

Updates to the step structure will be rolled out after the contract is ratified. Employees will see the changes take effect within 90 days of receiving written notice of ratification. Most step structure updates will be applied after the across-the-board (ATB) increase scheduled for July 2025, with a few specific exceptions noted below. Items marked with an asterisk (*) indicate adjustments to step structure and placement that will occur before the ATB increase is applied.

These changes mean higher earning potential, stronger career progression, and recognition of the vital work UPTE-represented UC employees perform.

Berkeley		
9525 (TX)	Animal Tech*	Eliminate the bottom 5 steps and add 5 steps to the top of the structure. Employees will be placed on the revised scale at their existing rate of pay. Placement shall occur before ATB is applied (See attached)
9524 (TX)	Sr. Animal Tech*	Eliminate the bottom 5 steps and add 5 steps to the top of the structure. Employees will be placed on the revised scale at their existing rate of pay. Placement shall occur before ATB is applied (See attached)
7359 (TX)	BTSA 2*	Eliminate the bottom 5 steps and add 5 steps to the top of the structure. Employees will be placed on the revised scale at their existing rate of pay. Placement shall occur before ATB is applied (See attached)
7358 (TX)	BTSA 3*	Eliminate the bottom 5 steps and add 5 steps to the top of the structure. Employees will be placed on the revised scale at their existing rate of pay. Placement shall occur before ATB is applied (See attached)
4804 (TX)	Comp Res Spec 2*	Eliminate the bottom 5 steps and add 5 steps to the top of the structure. Employees will be placed on the revised scale at their existing rate of pay. Placement shall occur before ATB is applied (See attached)
Davis		
9463 (HX)	Case Mgr PD	8.74% increase to the step structure

7898 (HX)	Genetic Cnslr 2	5% increase to the step structure
7894 (HX)	Genetic Cnslr 3	5% increase to the step structure
9289 (HX)	Genetic Cnslr PD	5% increase to the step structure
9151 (HX)	Mental Health Ther 1*	Adjustment to the step structure. Employees will be placed on a step that is closest to, but not less than, their current rate of pay before ATB is applied (See attached)
9152 (HX)	Mental Health Ther 2*	Adjustment to the step structure. Employees will be placed on a step that is closest to, but not less than, their current rate of pay before ATB is applied (See attached)

Irvine

9004 (HX)	Nuc Med Tchno	5% increase to the step structure
9009 (HX)	Nuc Med Tchno PD	5% increase to the step structure
9003 (HX)	Nuc Med Tchno SR	5% increase to the step structure
9006 (HX)	Nuc Med Tchno SR PD	5% increase to the step structure
7870 (HX)	Case Mgr EX	Add 5 steps to the top of IRMED step structure
7890 (HX)	Clin Soc Worker 1	Add 5 steps to the top of IRMED step structure
7928 (HX)	Occ Therapist 2 NEX	Add 2 steps to the top of IRMED step structure
7963 (HX)	Stf Pharmacist 1 NEX	Add 4 Steps to the top of IRCMP step structure
8938 (HX)	Clin Lab Sci Spec SR	Add 5 steps to the top of IRMED step structure
8939 (HX)	Clin Lab Sci Spec	Add 5 steps to the top of IRMED step structure
8940 (HX)	Clin Lab Sci	Add 5 steps to the top of IRMED step structure

Santa Barbara

8940 (HX)	Clin Lab Sci*	Adjustment to the step structure. Employees will be placed on a step that is closest to, but not less than, their current rate of pay before ATB is applied (See attached)
8956 (HX)	Clin Lab Sci PD*	Adjustment to the step structure. Employees will be placed on a step that is closest to, but not less than, their current rate of pay before ATB is applied (See attached)
7887 (HX)	Dietitian 1 NEX*	Adjustment to the step structure. Employees will be placed on a step that is closest to, but not less than, their current rate of pay before ATB is applied (See attached)

San Diego

9463 (HX)	Case Mgr PD	5.3 % increase to the step structure
9314 (HX)	Clin Social Worker 2	4% increase to the step structure
9313 (HX)	Clin Social Worker 3	4% increase to the step structure
8954 (HX)	Cyto Tchno Sr	5% increase to the step structure
7886 (HX)	Dietitian 1 EX	5% increase to the step structure
5426 (HX)	Dietitian 2	5% increase to the step structure

5424 (HX)	Dietitian SR	5% increase to the step structure
9003 (HX)	Nuc Med Tchno Sr	3% increase to the step structure
7928 (HX)	Occ Ther 2 NEX	3% increase to the step structure
7927 (HX)	Occ Ther 3 NEX	5% increase to the step structure
8983 (HX)	Orthoptist	5% increase to the step structure
7933 (HX)	Pharmacist SR NEX	5% increase to the step structure
7944 (HX)	Phys Ther 2 NEX	3% increase to the step structure
7943 (HX)	Phys Ther 3 NEX	5% increase to the step structure
9384 (HX)	Psychologist 1	7% increase to the step structure
9383 (HX)	Psychologist 2	8% increase to the step structure
9393 (HX)	Psychometrist	6% increase to the step structure
9392 (HX)	Psychometrist SR	6% increase to the step structure
4312 (HX)	Rehab Svc Spec 4	8% increase to the step structure
4264 (HX)	Speech Path 3	5% increase to the step structure
9408 (HX)	Speech Path SR NEX	3% increase to the step structure
San Francisco		
5018 (HX)	Dietitian 1 EX	5% increase to the step structure
5019 (HX)	Dietitian 2	9% increase to the step structure
5424 (HX)	Dietitian SR	11% increase to the step structure
9525 (TX)	Animal Tchn	14% increase to the step structure, add 4 steps to the top of the structure
9524 (TX)	Animal Tchn SR	24% increase to the step structure, add 4 steps to the top of the structure