

ARTICLE 19 COMPENSATION

A. General Provisions

1. **Effective Date of Salary Increases:** Wage increases referenced throughout this agreement are effective on the date indicated or the first, full pay period following the date provided when the date provided is not the begin date of the employee's relevant pay cycle.
2. **Salary Rates:** Current salary ranges can be accessed online by visiting the *Corporate Title Code System Lookup* (TCS) at: <https://tcs.ucop.edu/tcs/jsp/homePage.htm>. The parties recognize that the actual salary rates paid to employees may slightly vary from those reflected on TCS due to rounding.

In the event this webpage expires and is replaced by a new title code system and corresponding webpage, the University will provide thirty (30) calendar days notice to UAPD advising where such title code and salary information can be found online.

3. Increases shall be implemented in accordance with a campus's applicable, normal pay practices and adopted programs governing issues including, but not limited to, amount of increase and eligibility.
4. **Range Adjustment**
 - a. The salary range minimum and maximum shall be adjusted by the percentage increase indicated.
 - b. Each employee within the salary range shall receive the percentage increase indicated.
 - c. Employees whose pay exceeds the salary range maximum are not eligible for an increase.

5. .

Award Programs: the University retains the right to continue, create, modify or abolish campus and Systemwide award programs. DX unit members may be eligible for award programs, if any, in accordance with local procedures.

6. **Order of Increases:** If more than one salary adjustment takes place on the same date, actions occur in the following order:
 - a. Salary Range Adjustment / Across-the-Board Increase
 - b. Equity Increase
 - c. Increase Resulting from Promotion or Reclassification

B. Wages

1. Fiscal Year 2019-2020

If the contract is ratified on or before June 1, 2019, effective July 1, 2019, the University will provide a range adjustment of three percent (3%) in accordance with Section A.4., above.

2. Fiscal Year 2020-2021

Effective July 1, 2020, the University will provide a range adjustment of three percent (3%) in accordance with Section A.4., above.

3. Fiscal Year 2021-2022

Effective July 1, 2021, the University will provide a range adjustment of three percent (3%) in accordance with Section A.4., above.

4. Fiscal Year 2022-2023

Effective July 1, 2022, the University will provide a range adjustment of three percent (3%) in accordance with Section A.4., above.

5. Fiscal Year 2023-2024

Effective July 1, 2023, the University will provide a range adjustment of three percent (3%) in accordance with Section A.4., above.

C. Market Equity Increases

Non-probationary, career employees at the following locations (UCB, UCSF, UCLA, UCSC, UCSD, UCM, UCR) will receive a one percent (1%) market equity increase on the following dates. Said increases will be provided in accordance with section A. above.

July 1, 2019

July 1, 2020

July 1, 2021

July 1, 2022

July 1, 2023

D. Other Increases

The University may increase salary rates for selected classes or individuals at selected locations.