

ARTICLE 4
COMPENSATION

A. GENERAL PROVISIONS

1. Any and all compensation increases provided to Academic Researchers for the duration of this Agreement are provided for in this Article.
2. Academic Researcher Systemwide Salary Scales
The Academic Researcher Systemwide Salary Scales below are posted on the Academic Personnel Salaries website at:
<http://www.ucop.edu/academic-personnel-programs/compensation/index.html>:
 - a. Salary Scale Tables 24-B and 24-B(N) apply to the Specialist series.
 - b. Salary Scale Tables 37-B, 37-B(N), 38-B, and 38-B(N) apply to the Project Scientist series.
 - c. Salary Scale Tables 13-B, 13-B(N), 14-B, and 14-B(N) apply to the Professional Researcher series.
 - d. Salary Scale Tables 30-B and 30-B(N) apply to the Coordinator of Public Programs series.
3. Campuses may maintain local Academic Researcher Salary Scales as long as the minimum rates on the Academic Researcher Systemwide Salary Scales are met.
4. The University is not precluded from providing compensation to Academic Researchers at rates above those required in this Agreement by providing an off-scale salary component.
 - a. Any Academic Researchers with an off-scale salary component within established salary scales at the time of a general scale adjustment will receive the same dollar increase in salary as those of the same title, rank and step on the applicable salary scale.
 - b. At the time of a general range adjustment, the University is not precluded from providing an increase to the off-scale salary component.
5. Provisions for merit increases shall follow the provisions referenced in Articles 5, 21, 22, and 26 for the title series: Coordinators of Public Programs, Professional Researchers, Project Scientists, and Specialists

B. ELIGIBILITY

1. To be eligible for the 2019-20 general range adjustment, the Academic Researcher must be appointed and on payroll status on the effective date of the general range adjustment as described in C.1.
2. For all other general range adjustments:
 - a. Monthly paid Academic Researchers must be appointed and on payroll status on July 1st.
 - b. Bi-weekly paid Academic Researchers must be appointed and on payroll status on the first day of the first full bi-weekly pay period commencing on or after July 1st.

C. GENERAL RANGE ADJUSTMENTS

1. In accordance with the timelines established in the Initial Deductions Implementation Side Letter, the University shall increase Project Scientist and Specialist Salary Scales by four percent (4.0%) and the Professional Researcher Salary Scales by four and a half percent (4.5%). The hourly Salary Scale for bi-weekly paid Academic Researchers shall be adjusted effective the first day of the first full bi-weekly pay period commencing on or after the effective date of the monthly range adjustment.
2. In accordance with the timelines established in the Initial Deductions Implementation Side Letter, the University shall increase the annual salary rates of Coordinators of Public Programs by four percent (4.0%). In addition, all Coordinators of Public Programs shall be then moved to the newly structured rank/step salary scale, Table 30B and 30B(N).
3. Effective July 1, 2020, the University shall increase Academic Researcher Salary Scales by three percent (3.0%) in accordance with Section B. above. The hourly Salary Scale for bi-weekly paid Academic Researchers shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after July 1st.
4. Effective July 1, 2021, the University shall increase Academic Researcher Salary Scales by three percent (3.0%) in accordance with Section B. above. The hourly Salary Scale for bi-weekly paid Academic Researchers shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after July 1st.

5. Effective July 1, 2022, the University shall increase Academic Researcher Salary Scales by three percent (3.0%) in accordance with Section B. above. The hourly Salary Scale for bi-weekly paid Academic Researchers shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after July 1st.

**D. SPECIALIST AND PROJECT SCIENTIST SALARY SCALE EQUITY
ADJUSTMENTS AND SMOOTHING**

Equity adjustments and smoothing of the Specialist and Project Scientist salary scales shall be made in accordance with the illustrative salary scale modellings attached as Appendix A-2.