### UCSD 2008-2009 Salary Program Summary
June 2009

**Note:** The purpose of this document is to attempt to condense complex terms that deal with wages from various UCSD contracts into a simplified overall summary. Where the contract language differs from this document, the contract language governs.

### CUE Clerical Unit (CX)

#### 2007-2008 Wage Increases:

- **7/1/07 Wage Implementation.** Evening and Night Shift Differential rates were increased $0.10 per hour.
- **10/1/07 Wage Implementation.** A 4.5% wage increase was implemented. Rates (steps) were adjusted and all CX employees were eligible for the increase. Two half-steps were added to the top of each range for all classifications except the Library Assistant series.

#### 2008-2009 Wage Increases: contract expired 9/30/08.

### Link to Collective Bargaining Agreements:
http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html

(see CX Contract Article 45 Wages)
## UCSD 2008-2009 Salary Program Summary

<table>
<thead>
<tr>
<th>AFSCME Patient Care Technical Unit (EX)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2006-2007 Wage Increases:</strong></td>
</tr>
<tr>
<td>9/1/06 Wage Implementation. A 4% wage increase was implemented for all EX employees. Per Diem rates were adjusted 4%.</td>
</tr>
<tr>
<td>4/1/2007 Wage Implementation. Special salary increases were implemented effective 4-1-07 for EX employees with a full time equivalent annualized base salary of less than $40,000. Employees earning less than $30,000 received a 2% increase, employees earning $30,000 or more but less than $35,000 received a 1% increase, and employees earning $35,000 or more but less than $40,000 received a 0.5% increase. Salary ranges were adjusted 2%.</td>
</tr>
<tr>
<td><strong>2007-2008 Wage Increases:</strong> none</td>
</tr>
<tr>
<td><strong>2008-2009 Wage Increases:</strong></td>
</tr>
<tr>
<td>12/1/08 Wage Implementation: A 4% across the board increase was implemented. A new salary structure was implemented and bring to minimum increases were granted as appropriate. A lump sum bonus was granted in lieu of retroactive pay back to October 2007 on the 4% increase.</td>
</tr>
<tr>
<td>1/1/09 Wage Implementation: A new experience-based step structure was implemented and a 2.5% across the board increase. A lump sum bonus was granted in lieu of retroactive pay back to September 2008 on the increases related to placement on the new step structure.</td>
</tr>
</tbody>
</table>

**Link to Collective Bargaining Agreements:**
http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html

(see EX Contract Article 42 Wages)
# UCSD 2008-2009 Salary Program Summary

## UPTE Health Care Professional Unit (HX)

### 2007-2008 Wage Increases:

7/1/07 Wage Implementation. HX employees received increases ranging from 3% to 10%, depending upon the classification, and a new step-based salary structure was implemented and additional increases were granted if needed to bring employees onto a step rate.

### 2008-2009 Wage Increases:

7/1/08 Wage Implementation. Career nonprobationary HX employees received a one-step merit increase, based on satisfactory (solid) or better performance. The first round of experience-based step placement was implemented, and employees were eligible to advance up to two additional steps.

1/1/09 Wage Implementation. HX employees who are below their experience step received a one-step advancement.

6/1/09: Wage Implementation. HX employees will be placed on their final experience-based step.

### Link to Collective Bargaining Agreements:


(see HX Contract Article 5 Compensation)
## SETC Skilled Crafts Unit (K6)

### 2007-2008 Wage Increases:

10/1/07 Wage Implementation. A 4% wage increase was implemented. Rates were adjusted accordingly and all K6 employees were eligible for the increase.

### 2008-2009 Wage Increases:

10/1/2008 Wage Implementation. Market equity increases ranging from 2.5% to 4.0% were granted. Evening shift differential pay increased $0.50 per hour and night shift differential pay increased $0.75 per hour.

### Link to Collective Bargaining Agreements:


(See K6 Contract Article 42 Wages)
CNA Nurses Unit (NX)

2007-2008 Wage Increases:

7/1/07 Wage Implementation. A one step increase was granted to NX employees.

4/1/08 Wage Implementation. Wage increases varied by classification. Clinical Nurses and the Administrative Nurse I received 6% increases, Nurse Practitioners received 8%, and Nurse Anesthetists received 6%. Per diem rates were adjusted. Night shift differential pay was increased $0.10 per hour, and on-call pay increased $2.00 per hour. Career nurses who were on payroll on 3-15-08 received a one-time payment of $1,800. Per diem nurses who were on payroll on 3-15-08 received a payment of $1,000.

2008-2009 Wage Increases:

7/1/08 Wage Implementation. A one-step increase was granted to NX employees. Two new longevity steps were implemented.

3/1/09 Wage Implementation: A 4% wage increase was implemented. NX rates (steps) were adjusted and all NX employees were eligible for the increase. A new single (one step) per diem salary rate was implemented, and per diem nurses are to be paid shift differential in addition to the base per diem rate going forward. On-call pay was increased $0.50.

Link to Collective Bargaining Agreements:
http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html

(See NX Contract Article 40 Compensation)
### FUPOA Police Unit (PA)

#### 2007-2008 Wage Increases:

10/1/07 Wage Implementation. A 4% wage increase was implemented. Rates (steps) were adjusted and all PA employees were eligible for the increase. PA employees were eligible for merit step increases, in accordance with the modified merit eligibility rules.

#### 2008-2009 Wage Increases:

10/1/2008 Wage Implementation. An 8% wage increase was implemented. Rates (steps) were adjusted and all PA employees were eligible for the increase. PA employees were eligible for merit step increases, in accordance with the modified merit eligibility rules. A new longevity step was implemented and POST certification pay increased $50.

#### Link Collective Bargaining Agreements:


(see PA Contract Article 30 Wages)
### UCSD 2008-2009 Salary Program Summary

**UPTE Research Unit (RX)**

**2007-2008 Wage Increases:**

- 7/1/07 Wage Implementation. Evening and Night Shift Differential rates were increased $0.15 per hour.
- 10/1/07 Wage Implementation. A 3.8% wage increase was implemented. Rates (steps) were adjusted and all RX employees were eligible for the increase.
- 1/1/08 Wage Implementation. Career nonprobationary RX employees were eligible for a one-step merit increase, based on satisfactory (solid) or better performance.

**2008-2009 Wage Increases:** contract expired 6/30/08.

**Link to Collective Bargaining Agreements:**

(See RX Contract Article 6 Compensation)
## AFSCME Service Unit (SX)

### 2007-2008 Wage Increases:

7/1/07 Wage Implementation. Evening and Night Shift Differential rates were increased $0.10 per hour.

10/1/07 Wage Implementation. A 4.5% wage increase was implemented. The SX ranges were adjusted and all SX employees were eligible for the increase.

### 2008-2009 Wage Increases:

10/1/08 Wage Implementation. A 3.0% wage increase was implemented. The SX ranges were adjusted by 3.0%, and all SX employees were eligible for the increase.

### Link Collective Bargaining Agreements:


(see SX Contract Article 41 Wages)
### UCSD 2008-2009 Salary Program Summary

#### UPTE Technical Unit (TX)

<table>
<thead>
<tr>
<th>Year Range</th>
<th>Wage Increases</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007-2008</td>
<td>7/1/07 Wage Implementation. Evening and Night Shift Differential rates were increased $0.15 per hour.</td>
</tr>
<tr>
<td></td>
<td>10/1/07 Wage Implementation. A 3.7% wage increase was implemented. Rates (steps) were adjusted and all TX employees were eligible for the increase.</td>
</tr>
<tr>
<td></td>
<td>1/1/08 Wage Implementation. Career nonprobationary TX employees were eligible for a one-half step merit increase, based on satisfactory (solid) or better performance.</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>Year Range</th>
<th>Wage Increases</th>
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<tbody>
<tr>
<td>2008-2009</td>
<td>contract expired 6/30/08.</td>
</tr>
</tbody>
</table>

#### Link to Collective Bargaining Agreements:


(see TX Contract Article 6 Compensation)
# UCSD 2008-2009 Salary Program Summary

## Policy Covered Employees (Unit 99)

### 2007-2008 Wage Increases:

10/1/07 Merit Program. A merit program was implemented for career, nonprobationary policy-covered employees. The merit pool was funded at 4.0%.

10/1/07 Equity/Parity Program. A special equity/parity program was implemented for policy-covered employees. The equity pool was funded at 1.0%.

### 2008-2009 Wage Increases:

7/1/2008: A new salary structure was implemented and bring to minimum increases granted where necessary.

No 2008-2009 merit program.

### Link to Past Merit Guidelines:

[http://blink.ucsd.edu/Blink/External/Topics/Policy/0,1162,18860,00.html?coming_from=Content](http://blink.ucsd.edu/Blink/External/Topics/Policy/0,1162,18860,00.html?coming_from=Content)