DEANS, EXECUTIVE ASSOCIATE DEANS, ASSOCIATE DEANS, ASSISTANT DEANS, AND ACADEMIC PERSONNEL ANALYSTS

Re: 2013-14 Non-Represented Academic Salary Increases

Dear Colleagues:

As you know, effective July 1, 2013, faculty and other non-represented academic personnel will receive a 2% general salary increase reflected in the August paycheck. For those appointees with an offscale salary portion, the 2% adjustment will be made to both the base salary and the offscale salary, unless an existing agreement or Memorandum of Understanding outlines how an offscale can be affected by a range adjustment. As noted in the Chancellor’s message of June 7, 2013, the following employee groups are excluded from the 2013-14 salary program:

- Top senior management members, including the president, chancellors, executive and senior vice presidents and other senior managers who report directly to the president
- Medical center chief executive officers, direct reports to the Regents, certain other senior managers, and athletic coaches whose salaries are covered by multiyear contracts
- Union-represented staff and academic employees. (Increases for those in Unit 18 instructional titles (IX) and represented Librarians (LX) will be determined through the bargaining process and will not be included in this adjustment.)

SUMMER SALARY
Summer teaching salary is a negotiated rate and will not be included in the range adjustment. Those academic year appointees who are receiving summer salary for extramurally funded research may pay themselves based on the new salary scales to the extent that extramural funding allows.

RECALL APPOINTEES
Salaries for those appointees on recall are based on a negotiated rate with a maximum of 43% per month, based on their annual salary rate at the time of retirement “ranged-adjusted forward” (see APM policy 205-18a). Those appointees, who are recalled with an effective date of July 1, 2013 or later, may renegotiate their recall based on the new salary scales to the extent that funding allows.

NEWLY HIRED APPOINTEES
Given that their starting salaries were recently negotiated, any newly hired academic appointees with an effective date of July 1, 2013 will have only their base salary adjusted according to the rank and step of the new salary scales. Off-scale salary, separate from the base scale amount, will not be adjusted by this increase.

FACULTY ON THE HEALTH SCIENCES COMPENSATION PLAN
All School of Medicine salaries will be handled by the School of Medicine Academic Affairs office. Please contact Terri Madderra, terri.madderra@ucdmc.ucdavis.edu, for further information.
APPOINTEES STILL ON THE 2009 MINIMUM SCALE
Any appointee who remain on the 2009 minimum salary scales will remain on the minimum scale until they successfully advance through either merit or promotion. The minimum scale will be adjusted by 2% but will remain lower than the adjusted salary scale. Once an appointee on the 2013 minimum scale receives an advancement, s/he will be placed on the new adjusted salary scales based on the effective date of the advancement. Offscale salary will not be adjusted for appointees remaining on the minimum scale as of July 1, 2013.

ONGOING FACULTY COMPENSATION INCREASES
As you know, the market adjustments that we are providing in 2013 have not been routine in recent years. However, the campus has maintained a strong commitment to increasing faculty salaries through the merit and promotion process. In addition, there have been a number of salary actions to support retention and equity adjustments for specific individuals. Over the past several years, the net annual change in faculty salaries has required an additional campus investment of approximately 2.2%, or about $5 million per year.

My office will be working with the payroll office to implement the salary adjustments automatically to the greatest extent possible. Should you have any questions about the 2013-14 salary plan, please feel free to contact my office at 530-752-2072.

Sincerely,

Maureen Stanton
Vice Provost – Academic Affairs
Professor – Evolution and Ecology