

June 20, 2016

To: Department Chairs, Directors, and Business Officers (via SBCHR-L, SBDIR-L, and SBADM-L)

From: Cindy Doherty, Director, Academic Personnel

Re: July 1, 2016 Salary increase programs for Academic employees

As Chancellor Henry Yang announced in his memo of June 1, 2016, President Napolitano has approved a salary increase program for non-represented academic employees effective July 1, 2016. Represented academic employees will receive increases as stipulated in Memorandums of Understanding. Salary increases will be implemented as follows:

- **Non-represented academic employees:** Salaries will be increased by 2.7% as follows.
 - Salary scales, off-scale supplements, and above scale salaries will be increased by 1.5%.
 - The President has also authorized additional supplements for non-represented employees according to criteria specified by the Office of the President. A supplemental increase of 1.2% will be applied in addition to the salary scale adjustment. At UCSB, this supplement will be applied as outlined in the attached General Salary Increase Guidelines and Supplemental Increase Program guidelines.
- **Non-Senate Faculty (Lecturers and Supervisors of Teacher Education):** Salary scales will be increased by 3% per the Memorandum of Understanding between the University and the UC-AFT.
- **Represented Librarians:** Per contractual obligation, salaries are to be adjusted as part of the regular merit review process.
- **Academic Student Employees (TAs, Associates, Readers, & Tutors):** Salary scales will be adjusted by 4% effective October 1, 2016, per the Memorandum of Understanding between the University and the UAW. Further information, including the adjusted scale, will be provided at a later date.
- **Postdoctoral Scholars:** Salary scales are unchanged at this time, but may change in the fall at the conclusion of bargaining and as a result of the recent Department of Labor exempt salary threshold.

Please note that the increases will be processed centrally in July. Departments should not make any salary adjustments in PPS. Further detail regarding the implementation of the increases is attached.

Please share this information with your academic employees as appropriate.

Questions may be directed as follows:

Temporary research series: Joanna Kettmann Joanna.kettmann@ucsb.edu x 5048

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