

June 23, 2020

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

From: Cindy Doherty, Director  
Academic Personnel

Re: July 1, 2020 Salary Increase Programs for Represented Academic Employees

Effective July 1, 2020, represented academic employees will receive increases as stipulated in Memorandums of Understanding. Salary increases will be applied at UCSB as follows:

**Represented Academic Researchers (Research, Project Scientist, Specialist series):** Salary scales will be increased by 3% effective July 1, 2020. Off-scale supplements will not be increased.

**Represented Librarians:** Salary scales will be increased by 3% effective July 1, 2020.

**Please share this information with your academic employees as appropriate.**

Please note that the increases will be processed centrally the week of June 29 for monthly employees and the week of July 11 for bi-weekly employees. ***Further detail regarding the increase implementation is attached.***

Represented academic student titles will be adjusted October 1, 2020. Further details will be shared in September.

Questions may be directed as follows:

Academic Researchers: Joanna Kettmann [joanna.kettmann@ucsb.edu](mailto:joanna.kettmann@ucsb.edu) x 5048

Librarians: Helly Kwee [helly.kwee@ucsb.edu](mailto:helly.kwee@ucsb.edu) x5428

\*\*\*\*\*

Cindy Doherty  
Director  
UCSB Academic Personnel  
(805) 893-8332  
[Cindy.Doherty@ucsb.edu](mailto:Cindy.Doherty@ucsb.edu)

## Guidelines and Implementation Process for Academic Represented Employees Salary Increases effective July 1, 2020

### General Salary Scale Increase Guidelines

- **Represented Academic Researchers (Research, Project Scientist, Specialist series):** Salary scales will be increased by approximately 3% effective July 1, 2020, per the Memorandum of Understanding between the University and the UAW. Off-scale supplements will not be increased. Some smoothing of the scales will also occur resulting in increases of greater than 3% at some steps in some series.
- **Represented Librarians:** Salary scales will be increased by 3% effective July 1, 2020 per the Memorandum of Understanding between the University and the UC-AFT.

Employees who received a merit or promotion effective July 1, 2020 will receive the increase in addition to the approved merit or promotion. The approved salary stated in the advancement decision letter is the pre-adjusted rate.

Increases for bi-weekly employees will be effective July 12, 2020.

Employees with off-scale supplements based on prevailing wage requirements will be adjusted according to the terms of the approval letter for the supplement.

### Process for implementation

The salary increase will be processed centrally in collaboration with the UCPath Center as follows:

- For monthly employees: June 29, 2020 – July 1, 2020
- For bi-weekly employees: July 11, 2020 – July 13, 2020

During the processing period, departments may continue to process appointments and terminations, however Paypath actions may not be transacted.

Departments are encouraged to ensure that all June 30 or earlier expected end dates have been appropriately managed. Employees with expected end dates of June 30 or earlier will **not** be range adjusted.

The July 1, 2020 salary scales will be posted to the Academic Personnel web-site in July when the UCPath updates are run. The new rates have been loaded into UCPath and hires with an effective date of July 1, 2020 or later will pull in the new rates.

For titles that are tracked via AP Folio, the salary information will be updated when the UCPath update is run.