

July 10, 2019

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

From: Cindy Doherty, Director
Academic Personnel

Re: 2019-20 Salary Increase Programs for Academic Employees

President Napolitano has approved a salary increase program for academic employees for the 2019-20 academic year. Represented academic employees will receive increases as stipulated in Memorandums of Understanding. Salary increases will be applied at UCSB as follows:

- **Non-Senate, Non-Represented Academic Employees:** Salary scales will be increased by 3% effective July 1, 2019. Off-scale supplements will not be increased.
- **Non-Senate Faculty (Lecturers and Supervisors of Teacher Education):** Salary scales will be increased by 3% effective July 1, 2019, per the Memorandum of Understanding between the University and the UC-AFT.
- **Academic Senate Faculty:** Increase will be effective October 1, 2019. Further details will follow at a later date.
- **Academic Student Employees (TAs, Associates, Readers, and Tutors, Graduate Student Researchers):** Increase will be effective October 1, 2019. Further details will follow at a later date.
- **Postdoctoral Scholars and Represented Librarians:** Salary scales are unchanged at this time.
- **Academic Researchers (Research, Project Scientist, Specialist series):** Salary increases will be determined as part of ongoing negotiations to establish the contract between the University and the UAW.

Please share this information with your academic employees as appropriate.

The July 1, 2019 increases will be processed centrally from July 12-16, 2019. **Further detail regarding the increase implementation is attached.**

Questions may be directed as follows:

Academic Researchers: Joanna Kettmann joanna.kettmann@ucsb.edu x5048

Student titles and Postdoctoral Scholars: Billy Ko billy.ko@ucsb.edu x4441

All other academic series: Lia Cabello lja.cabello@ucsb.edu x5979 or
Helly Kwee helly.kwee@ucsb.edu x5428

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UCSB Academic Personnel

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Guidelines and Implementation Process for Academic Employees Salary Increases effective July 1, 2019

General Salary Scale Increase Guidelines

- **Non-Senate, Non-Represented Academic Employees (Academic Coordinators, Non-rep Researchers, Specialists, Project Scientists, Librarians):** Salary scales will be increased by 3% effective July 1, 2019. Off-scale supplements will not be increased.
- **Non-Senate Faculty (Lecturers and Supervisors of Teacher Education):** Salary scales will be increased by 3% effective July 1, 2019, per the Memorandum of Understanding between the University and the UC-AFT.

Employees who received a merit or promotion effective July 1, 2019 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 14, 2019.

By-agreement payments and stipends are not subject to the increase.

Ongoing recall appointments will not be subject to the increase. At the time of reappointment or new appointment the annual salary should be recalculated as described in Red Binder I-70.

Deans and full-time faculty administrators who are covered by Academic Personnel Manual policy will receive a 3% salary increase.

Visiting appointments are not subject to the increase unless the salary is currently at the minimum for the rank (i.e. at the equivalent of the UCSB minimum rate for the rank). Salaries that are at the minimum will be increased to the new minimum.

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 beginning July 12, 2019. [A UCPath freeze for impacted employees will take place from Friday, July 12 at 5:00 PM to Tuesday, July 16 at 9:00 AM.](#)

Departments are encouraged to assure 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, 2019 salary scales will be posted in July when the UCPATH update is run. **Prior to the UCPATH freeze new hires should continue to be entered into UCPATH using the pre-July 1, 2019 salary scales.** Departments will be notified when the new scales are posted.

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