



ACADEMIC PERSONNEL

UNIVERSITY OF CALIFORNIA, SANTA BARBARA

September 28, 2015

To: Business Officers (Via SBADM-L and PPS-L)

From: Cindy Doherty, Director
Academic Personnel

Re: Follow up to implementation of academic pay increase

To following is being sent to the PPS list serve and Business Officers and Academic Personnel Analysts

The July 1, 2015 academic pay increase has been fully implemented. The new rates will appear in the October 1 paycheck. Please note the following:

- Due to problems with the Office of the President programming on the retro pay, many retro amounts were incorrectly calculated. Rates that were significantly incorrect are being dealt with by the payroll office and will be corrected in the October 1 checks (note that the pay statement on AYSO is still showing the incorrect amount). Rates that were incorrect by relatively small amounts will be corrected in the November 1 paycheck.
- If you have not already done so, please be sure to check your employee's new REG rates. If you become aware of problems with the new rates, please contact the appropriate analyst in Academic Personnel.
- Faculty summer compensation was not centrally adjusted. We understand that it is a burden for departments to make the changes, however there simply was not any way to do this centrally based on current programming in PPS. Because of the problems with the retro pay, we suggest that you double check any summer comp adjustments that were made after the PPS freeze to assure the changes were processed correctly (please check after October 1.)
- As previously mentioned, new "minimum hire rates" have been added to many of the salary scales. All new appointments must be, at minimum, at the listed rate. The salary will have both an on scale component (the base amount on the 7/1/15 scale) plus an off-scale supplement equal to the difference between the minimum hiring rate and the base 7/1/15 scale. Questions about the use of the minimum hiring rates may be directed to the appropriate personnel analyst in Academic Personnel.

- The “O/A” indicator field in PPS was not updated for individuals who were currently on-scale and are now off-scale as a result of the increase. We will not be asking departments to do this update immediately, but would appreciate if you would add the “O” (letter O, not zero) if you are doing other updates to the PPS record.
- Faculty who received discretionary increases under the Salary Increase Program for Senate Faculty will be notified shortly. Department Chairs will be copied on the notification. The increases have been implemented and will appear in the October 1 check.
- A handful of employees will not see the retroactive pay in their October 1 check. This includes full-time faculty administrators and Visiting appointees who were at the minimum rate. We will be following up on these cases individually.