

JULY 2023 STAFF WAGE INCREASES

- CX Clerical & Allied Services**
- 4.6% ATB Range Adjustment
 - 1-Step Increase
 - \$1,000 LSP 20 Year Longevity
 - Library Professionals Step Placement

- DX Physicians, Dentists and Podiatrists**
- 3% ATB Range Adjustment
 - 1% Market Equity

- EX Patient Care Technical**
- 1-Step Increase Within Range
 - \$1,000 LSP 20 Year Longevity

- HX Residual Health Care Professionals**
- 3% ATB Range Adjustment

- K5 Skilled Craft**
- 1-Step Increase Within Range

- NX Registered Nurses**
- Experience based step increase
 - Off cycle market based range adjustment

- PA Police Officers**
- 4% ATB Range Adjustment
 - 1% ATB Retention Increase
 - \$800 Fitness & \$1200 Uniform Allowance

- RX Research**
- 3.5% ATB Range Adjustment

- SX Service**
- 1-Step Increase Within Range
 - \$1,000 LSP 20 Year Longevity

- TX Technical**
- 3.5% ATB Range Adjustment

- 99 Non-Represented**
- 4.6% General Increase
 - Grade Changes for 133 Job Codes
 - 3.75% Midpoint Range Adjustment

CX - Clerical & Allied Services

- 3% Range Across the Board OR the annual percentage amount provided to non-represented employees, whichever is greater
- 1-step within range increase for non-probationary career employees. At maximum step, shall receive a non-base building lump sum equal to the value of the difference between the highest two (2) steps based on the effective date of the range adjustment.

4.6%

ATB Range Adjustment
Eff. 6/25 - Pay 7/19

1 Step

Non-Probationary Career
Eff. 6/25 - Pay 7/19

\$1000

20 Years FT Career
Eff. 7/9 - Pay 8/2

Library

Professional 3 & 4 CX
Step Placement July 2022

- \$1,000 lump sum for career employees with 20 years FT service as of July 1, 2023. One-time payment, retirement eligible earnings.
- Library Professionals 3 & 4 will be placed on step equal or greater than current base, retroactive to 7/1/22 MO, 7/10/22 BW, and will be included in the CX ATB, STI and LSP programs per the above eligibility.

DX - Physicians, Dentists & Podiatrists

- 3% Across the Board range adjustment
- 1% within range market equity increase for non-probationary career employees

3% ATB

Eff. 7/1 MO 7/9 BW
Pay 8/1 MO 8/2 BW

1% Equity

Eff. 7/1 MO 7/9 BW
Pay 8/1 MO 8/2 BW

EX - Patient Care Technical

- 1-step within range increase for non-probationary career employees
- \$1,000 lump sum for career employees with 20 years service as of July 1, 2023.
One-time payment, retirement eligible earnings

1 Step

Increase Within Range
Eff. 7/9 Pay 8/2

\$1000

20 Years Career
Eff. 7/9 Pay 8/2

HX - Residual Health Care Professionals

- 3% Across the Board range adjustment
- 3% ATB increase for Behavioral Health Counselors

3% ATB

Eff. 7/1 MO 7/9 BW
Pay 8/1 MO 8/2 BW

3% BHC

Eff. 7/1 MO 7/9 BW
Pay 8/1 MO 8/2 BW

K5 – Skilled Craft

- 1-step within range increase for Employees receiving an overall performance rating evaluation of Successfully Meets Performance Expectations
- Negotiations in progress (CBA expires 6/30/23)

1 Step

Increase Within Range
Eff. 7/9 Pay 8/2

NX – Registered Nurses

- 1-step within range increase for each eligible nurse (experience based)
- Off cycle market based range adjustment – Retroactive October 2, 2022

1 Step

Increase Within Range
Eff. 6/25 Pay 7/19

ATB

Market Range Adjustment
Retro Oct. 2, 2022

PA – Police Officers

- 4% Across the Board range adjustment
- 1% retention pay increase for all officers (ATB)+
- \$800 Fitness and \$1000 Uniform allowances, off-cycle to be paid prior to July 1, 2023

4%

ATB Range Adjustment
Eff. 6/25 - Pay 7/19

1%

ATB Retention Pay
Eff. 6/25 - Pay 7/19

\$800

Fitness Allowance
Off Cycle ETA 6/21

\$1200

Uniform Allowance
Off Cycle ETA 6/21

RX - Research

- 3.5% Across the Board range adjustment

3.5%

Eff. 7/1 MO 7/9 BW
Pay 8/1 MO 8/2 BW

SX - Service

- 1-step within range increase for non-probationary career employees
- \$1,000 lump sum for career employees with 20 years service as of July 1, 2023.
One-time payment, retirement eligible earnings

1 Step

Increase Within Range
Eff. 7/9 Pay 8/2

\$1000

20 Years Career
Eff. 7/9 Pay 8/2

TX - Technical

- 3.5% Across the Board range adjustment
- 3.5% ATB increase for Systems Administrator 1, 2, & 3

3.5%

Eff. 7/1 MO 7/9 BW
Pay 8/1 MO 8/2 BW

Sys. Adm.

Eff. 7/1 MO 7/9 BW
Pay 8/1 MO 8/2 BW

99 – Non-Represented

- 4.6% General Increase (pending approval) – Non-probationary Career, Successfully Meets Performance Expectations, Hired on or before 1/3/23. Contract employees covered by PPSM 30 are eligible.
- 133 Job Codes will move to higher grade affecting 46 UCR Incumbents in 21 titles
- 3.75% Career Tracks Grade Adjustment (pending approval)

4.6%

Eff. 6/25 BW 7/1 MO
Pay 7/19 BW 8/1 MO

GWC

Eff. 6/25 BW 7/1 MO
Pay 7/19 BW 8/1 MO

ALUMNI EXTERNAL REL MGR 3	GOVT REL MGR 3
ALUMNI EXTERNAL REL SUPV 2	IT ARCHITECT 4
CLIN LAB SUPV 2	MAIL SVC SUPV 1
COMM MGR 2	POLICE LIEUTENANT MGR 1
CONTRACTS AND GRANTS SUPV 2	POLICE SVC SUPV 1
ETHICS AND CMLPNC MGR 3	PUBL EDUC SPEC 4
FAC MGT SPEC 5	PUBL EDUC SUPV 2
FOOD SVC MGR 1	RECR PRG LEADER 2
FOOD SVC MGR 2	RECR PRG LEADER 3
FOOD SVC SUPV 2	RECR PRG LEADER 4
FUNDRAISING MGR 4	