### JULY 2023 STAFF WAGE INCREASES

<table>
<thead>
<tr>
<th>Code</th>
<th>Category</th>
<th>Increases</th>
</tr>
</thead>
<tbody>
<tr>
<td>CX</td>
<td>Clerical &amp; Allied Services</td>
<td>- 4.6% ATB Range Adjustment&lt;br&gt;- 1-Step Increase&lt;br&gt;- $1,000 LSP 20 Year Longevity&lt;br&gt;- Library Professionals Step Placement</td>
</tr>
<tr>
<td>DX</td>
<td>Physicians, Dentists and Podiatrists</td>
<td>- 3% ATB Range Adjustment&lt;br&gt;- 1% Market Equity</td>
</tr>
<tr>
<td>EX</td>
<td>Patient Care Technical</td>
<td>- 1-Step Increase Within Range&lt;br&gt;- $1,000 LSP 20 Year Longevity</td>
</tr>
<tr>
<td>HX</td>
<td>Residual Health Care Professionals</td>
<td>- 3% ATB Range Adjustment</td>
</tr>
<tr>
<td>K5</td>
<td>Skilled Craft</td>
<td>- 1-Step Increase Within Range</td>
</tr>
<tr>
<td>NX</td>
<td>Registered Nurses</td>
<td>- Experience based step increase&lt;br&gt;- Off cycle market based range adjustment</td>
</tr>
<tr>
<td>PA</td>
<td>Police Officers</td>
<td>- 4% ATB Range Adjustment&lt;br&gt;- 1% ATB Retention Increase&lt;br&gt;- $800 Fitness &amp; $1200 Uniform Allowance</td>
</tr>
<tr>
<td>RX</td>
<td>Research</td>
<td>- 3.5% ATB Range Adjustment</td>
</tr>
<tr>
<td>SX</td>
<td>Service</td>
<td>- 1-Step Increase Within Range&lt;br&gt;- $1,000 LSP 20 Year Longevity</td>
</tr>
<tr>
<td>TX</td>
<td>Technical</td>
<td>- 3.5% ATB Range Adjustment</td>
</tr>
<tr>
<td>99</td>
<td>Non-Represented</td>
<td>- 4.6% General Increase&lt;br&gt;- Grade Changes for 133 Job Codes&lt;br&gt;- 3.75% Midpoint Range Adjustment</td>
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</tbody>
</table>
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.

Summary provided for reference  
Consult the Bargaining Agreement for prevailing language
DX - Physicians, Dentists & Podiatrists

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

3% ATB 1% Equity

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

Summary provided for reference
Consult the Bargaining Agreement for prevailing language
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

<table>
<thead>
<tr>
<th>1 Step</th>
<th>$1000</th>
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<tr>
<td>Increase Within Range</td>
<td>20 Years Career</td>
</tr>
<tr>
<td>Eff. 7/9  Pay 8/2</td>
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Summary provided for reference
Consult the Bargaining Agreement for prevailing language
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

Summary provided for reference
Consult the Bargaining Agreement for prevailing language
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

Summary provided for reference
Consult the Bargaining Agreement for prevailing language
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

Summary provided for reference
Consult the Bargaining Agreement for prevailing language
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

Summary provided for reference  
Consult the Bargaining Agreement for prevailing language
RX - Research

• 3.5% Across the Board range adjustment

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3.5%

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

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Summary provided for reference
Consult the Bargaining Agreement for prevailing language
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

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1 Step

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

$1000

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

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Summary provided for reference
Consult the Bargaining Agreement for prevailing language
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

Summary provided for reference
Consult the Bargaining Agreement for prevailing language
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)

<table>
<thead>
<tr>
<th>4.6%</th>
<th>GWC</th>
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<tr>
<td>Eff. 6/25 BW 7/1 MO</td>
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| ALUMNI EXTERNAL REL MGR 3 |
| ALUMNI EXTERNAL REL SUPV 2 |
| CLIN LAB SUPV 2 |
| COMM MGR 2 |
| CONTRACTS AND GRANTS SUPV 2 |
| ETHICS AND CMPLNC MGR 3 |
| FAC MGT SPEC 5 |
| FOOD SVC MGR 1 |
| FOOD SVC MGR 2 |
| FOOD SVC SUPV 2 |
| FUNDRAISING MGR 4 |

| GOVT REL MGR 3 |
| IT ARCHITECT 4 |
| MAIL SVC SUPV 1 |
| POLICE LIEUTENANT MGR 1 |
| POLICE SVC SUPV 1 |
| PUBL EDUC SPEC 4 |
| PUBL EDUC SUPV 2 |
| RECR PRG LEADER 2 |
| RECR PRG LEADER 3 |
| RECR PRG LEADER 4 |

Summary provided for reference
Consult Eligibility Announcement for details